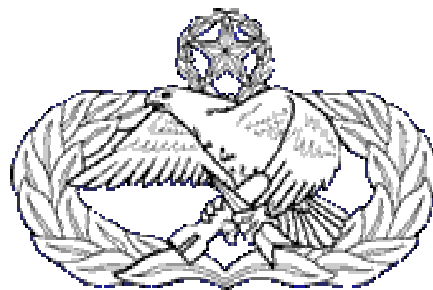


**UNITED STATES
AIR FORCE**

OCCUPATIONAL SURVEY REPORT



GROUND RADIO COMMUNICATIONS

AFSC 2E1X3

OSSN: 2518

OCTOBER 2003

**OCCUPATIONAL ANALYSIS PROGRAM
AIR FORCE OCCUPATIONAL MEASUREMENT SQUADRON
AIR EDUCATION and TRAINING COMMAND
1550 5th STREET EAST
RANDOLPH AFB, TEXAS 78150-4449**

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| 1. REPORT DATE 00 OCT 2003 | | 2. REPORT TYPE N/A | | 3. DATES COVERED - | |
| 4. TITLE AND SUBTITLE Ground Radio Communications AFSC 2E1X3 OSSN: 2518 | | | | 5a. CONTRACT NUMBER | |
| | | | | 5b. GRANT NUMBER | |
| | | | | 5c. PROGRAM ELEMENT NUMBER | |
| 6. AUTHOR(S) | | | | 5d. PROJECT NUMBER | |
| | | | | 5e. TASK NUMBER | |
| | | | | 5f. WORK UNIT NUMBER | |
| 7. PERFORMING ORGANIZATION NAME(S) AND ADDRESS(ES) Air Force Occupational Measurement Squadron 1550 5th Street East Randolph Afb, Texas 78150-4449 | | | | 8. PERFORMING ORGANIZATION REPORT NUMBER | |
| 9. SPONSORING/MONITORING AGENCY NAME(S) AND ADDRESS(ES) | | | | 10. SPONSOR/MONITOR'S ACRONYM(S) | |
| | | | | 11. SPONSOR/MONITOR'S REPORT NUMBER(S) | |
| 12. DISTRIBUTION/AVAILABILITY STATEMENT Approved for public release, distribution unlimited | | | | | |
| 13. SUPPLEMENTARY NOTES See also ADM001565., The original document contains color images. | | | | | |
| 14. ABSTRACT | | | | | |
| 15. SUBJECT TERMS | | | | | |
| 16. SECURITY CLASSIFICATION OF: | | | 17. LIMITATION OF ABSTRACT UU | 18. NUMBER OF PAGES 123 | 19a. NAME OF RESPONSIBLE PERSON |
| a. REPORT unclassified | b. ABSTRACT unclassified | c. THIS PAGE unclassified | | | |

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PREFACE

This report presents the results of an Air Force Occupational Survey of the Ground Radio Communications career ladder (AFSC 2E1X3). Authority for conducting an occupational survey is contained in AFI 36-2623. Copies of this report and pertinent computer printouts are distributed to the Air Force Career Field Manager, technical training school, all major using commands, and other interested operations and training officials.

Captain Steve Holland, Inventory Development Specialist, developed the survey instrument, analyzed the data, and wrote the final report. Mr. Tyrone Hill provided computer-programming support, and Ms. Dolores Navarro and Ms. Sherry Evans provided administrative support. Major Jose Caussade, Chief, Enlisted Analysis Section, reviewed and approved this report for release.

Additional copies of this report may be obtained by writing to AFOMS/OAOD, 1550 5th Street East, Randolph AFB TX 78150-4449, or by calling DSN 487-5543. For information on the Air Force occupational survey process or other on-going projects, visit our website at <https://www-r.omsq.af.mil/>. (Note: If you experience a Microsoft Word security problem after clicking on the above link, please copy the web address into the Address window in your web browser.)

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**OCCUPATIONAL SURVEY
GROUND RADIO COMMUNICATIONS
(AFSC 2E1X3)**

EXECUTIVE SUMMARY

1. **Survey Coverage:** The Ground Radio Communications career ladder was surveyed to obtain current task and equipment data for use in evaluating current training programs. The data will also be used to support specialty knowledge test (SKT) development. Surveys were sent to 1,798 active duty (AD), 971 Air National Guard (ANG), and 158 Air Force Reserve Command (AFRC) personnel. Survey results were based on 1,493 members responding (978 AD, 436 ANG, and 79 AFRC).
2. **Specialty Jobs:** Job structure analysis identified 5 clusters and 11 independent jobs within the specialty. This career ladder contains a wide variety of jobs, but the vast majority of the members are performing similar tasks within the ground radio maintenance arena.
3. **Career Ladder Progression:** The Ground Radio Communications career ladder progression is typical of most career ladders. There was a distinction between 3- and 5-skill-level members, with the 5-skill-level members performing more supervisory work (11%). The distinction between 5- and 7-skill-level members was more obvious, with the 7-skill-level members spending 22% of their time performing supervisory and management activities.
4. **Training Analysis:** The course training standard (CTS) for the specialty, dated 1 November 2001, was reviewed against the survey data. The CTS is very well supported by the survey data with the exception of public address-related tasks. A complete review of the CTS has been provided to the technical school for evaluation.
5. **Job Satisfaction Analysis:** Overall, job satisfaction among most AFSC 2E1X3 personnel was very high. In fact, personnel in the Ground Radio Maintenance Cluster (which comprises 54% of the survey sample) expressed a 65% likelihood of reenlisting. Personnel employed in the Maintenance Support Supervision Independent Job, Missile Communications Maintenance Independent Job, and the Instruction Job expressed relatively high job interest and sense of accomplishment from their work. Conversely, one notable exception is that the 28 personnel employed in the Transmitters/Receivers Job expressed only a 50% likelihood of reenlisting with the remaining personnel intending to separate.
6. **Retention Dimensions:** Members in three TAFMS groups (1-48 months' TAFMS, 49-96 months' TAFMS, and 97+ months' TAFMS) agreed on several factors potentially influencing their decision to reenlist or separate. Top factors for reenlistment included job security, military lifestyle, and military-related training and education opportunities. The three TAFMS groups were in even more agreement concerning the top factors for separation, which included military lifestyle, pay and allowances, and civilian job opportunities.

INTRODUCTION

Air Force Occupational Measurement Squadron (AFOMS)

Occupational Analysis Program

The AFOMS mission is to provide occupational data for decisionmakers, allowing them to make informed personnel, training, and education decisions, based not on opinion and conjecture, but on empirical, quantitative data.

Survey Development Process

An occupational survey begins with a job inventory (JI) -- a list of all the tasks performed by members of a given Air Force Specialty Code (AFSC) as part of their actual career field work (that is, additional duties and the like are not included). We include every function that career field members perform by working with technical training personnel and operational subject-matter experts (SMEs) to produce a task list that is complete and understandable to the typical job incumbent. The SMEs write each task to the same level of specificity across duty areas, and no task is duplicated in the task list.

In addition to this comprehensive task list, job inventories include a number of background questions that deal with demographic information, job satisfaction, equipment usage, and any other area that our customers, such as career field managers (CFMs) and technical school personnel, may request.

Furthermore, the JI is only one of the survey instruments that AFOMS produces. The JI task list is used in creating several other surveys that are important for developing and refining career field training programs and for developing career field promotion tests; these surveys and how their results are used will be described later in this report.

Survey respondents are asked to examine all tasks in the JI and select each task that they perform in their present job. They are then asked to rate each task they chose on a scale of 1 to 9 according to how much relative time they spend performing that task in their present job, compared to all the other tasks in the inventory. These ratings are converted into estimates of actual relative job time spent performing each task.

Survey Analysis

Survey responses are processed using a set of computer programs called the Comprehensive Occupational Data Analysis Programs (CODAP). We are able to calculate some important basic information about each task from the information that respondents provide in the JI: the percent members performing (PMP) and the percent time spent (PTS). CODAP forms groups of survey respondents according to the similarity of their task performance, and our analysts study these groupings to identify distinct jobs. Further, we can provide PMP and PTS information for any subgroup. For example, we can easily determine the percent of E-5s or 3-skill-level or first-term

members who perform each task, and estimate the average amount of job time they spend performing it. This is important because many of the applications of our data target particular subgroups within the career ladder.

Uses of Survey Data

Survey results are formally reported in the **occupational survey report (OSR)**. The OSR is by no means the only product of an occupational survey study. The OSR provides a high-level "snapshot" of an entire AFSC in a compact package, but it is not intended to provide the comprehensive information needed to support important decisions about a career field. That is the purpose of "data extracts," which are comprehensive, detailed sets of CODAP-generated reports designed for particular applications.

The Training Extract -- AFOMS survey data are essential to technical training personnel. The training extract provides information about what career ladder incumbents are actually doing in their jobs at each stage of their career, along with supporting information regarding when and how members should be trained to perform their jobs. The data found in the training extract regarding first-term and 3-skill-level members are the *primary source of empirical information* available to support such decisions.

In addition to the JI, AFOMS produces two other surveys that directly support the training community. Depending on the size of the career ladder, a sample of at least 50 (and frequently 100 or more) 7-skill-level craftsmen is selected to complete a training emphasis (TE) survey. A similar-sized sample of other 7-skill-level craftsmen is selected to complete a task difficulty (TD) survey.

The TE survey, like the JI, contains the complete career ladder task list, and, like the JI, respondents are asked to rate tasks on a 1 to 9 scale (tasks not rated by the respondent are assigned a "0" rating). Unlike the JI, however, respondents are asked to rate tasks based on how much emphasis they believe should be placed on that task for entry-level structured training. A "1" rating indicates the respondent's belief that very little emphasis be placed on providing structured training on that task. A rating of "9" indicates that it is essential to provide structured training on the task. Structured training is defined as resident technical schools, field training detachments, mobile training teams, formal on-the-job training (OJT), or any other organized training method. The responses of the entire sample of raters are averaged for each task, and the result is a TE rating for each task.

The TD survey also contains the full task list and requests that respondents rate each task *with which they are familiar* on a scale of 1 to 9 ("1" is low, "9" is high), but this time respondents are asked to rate the amount of time needed to learn to perform that task satisfactorily. In other words, as the name implies, TD is an indicator of how difficult the task is to perform. The average TD rating for each task in the inventory is standardized with a mean rating of 5.0 and a standard deviation of 1.0.

When used in conjunction with the PMP and PTS for first-enlistment members, average TE and TD ratings provide insight into the appropriate training requirements for new personnel in

the career ladder. These four indices (PMP, PTS, TE, and TD) are used to compute a composite index, the automated training indicator (ATI), for each task. The ATI expresses, in a single number between 1 and 18, the most appropriate training setting and approach for providing training for that task. ATIs allow training developers to quickly focus attention on those tasks that are most likely to qualify for resident course consideration. Further information concerning TE and TD ratings and ATIs for the entire task list can be found in the training extract that accompanies this OSR.

The major users of training extract information are attendees at utilization and training workshops (U&TWs). The U&TW is a summit of representative career ladder, training, and classification leaders who evaluate current training efficiency and effectiveness in order to propose and approve changes to the specialty training standard (STS) or course training standard (CTS), particularly with regard to 3-skill-level training, and to address utilization issues. The AFSC's job description in Attachment 6 of AFMAN 36-2108, *Enlisted Classification*, is also reviewed and appropriately revised in light of the survey data to reflect the jobs being performed by the career ladder members.

Part of the process of compiling the training extract involves the *STS matching* process, during which technical school personnel match JI tasks to STS elements; that is, they tell us what particular task or tasks correspond to each STS element when it is covered in training. This is especially useful when STS performance codes are being reviewed for the 3-skill-level course. For example, the U&TW attendees might be asked to consider adding a task performance code to an STS element that previously has been trained only to a knowledge level. JI, TE, and TD data, combined in the form of the ATI, are important in determining the appropriate proficiency code. Separate training extracts are produced for active duty (AD), Air National Guard (ANG), and Air Force Reserve Component (AFRC) members.

The Specialty Knowledge Test (SKT) Extract -- AFOMS survey data are key to ensuring that SKTs are valid. SKTs are an important part of the Weighted Airman Promotion System (WAPS). Since an airman's test score is frequently the deciding factor in determining who is promoted, SKTs must be valid, fair, and credible.

In terms of SKTs, *valid* means that every question on the test is tied to a task which has been shown to be important to successful performance in the specialty. This tie is crucial to documenting the validity of SKT content.

AFOMS surveys provide test writers with information on the PMP, PTS, TD, and TE. This information is combined to produce a composite index called the predicted testing importance (PTI). Those tasks that are rated highest in PTI are ones that tend to be high in all four of our primary indices -- PMP, PTS, TD, and TE -- exactly the kinds of tasks that one would generally consider job-essential and that should form the basis for test questions. PTI information is used for minor test revisions; how it is used will be explained shortly.

Field-validated testing importance (FVTI) data are produced for major test revisions. Approximately 6 months before the start of test development, a sample of 100 senior career field NCOs is sent a survey containing a list of the 150-200 tasks rated highest in PTI. Respondents

are asked to provide a 1-7 rating ("1" is low, "7" is high) of how important they believe it is to include a question concerning that task on the SKT. The responses are averaged for each task, yielding the FVTI index -- a direct measure of the opinions of career field experts as to what constitutes "job-essential" knowledge.

PTI and FVTI information is included in the SKT extract, which is specifically tailored for use by the SKT teams who come to AFOMS to write the promotion examinations. Two sets of reports are prepared -- one set uses only data for E-5s and the other uses combined data for E-6s and E-7s. Each report gives the SKT team information on every task's PMP, PTS, and PTI, and, for major test revisions, FVTI data. Occupational survey data are thus the only objective source of information available to the team regarding how to make the test they write meet legal requirements for validity and fairness.

The Analysis Extract -- The analysis extract is an archive of all the data collected in the course of a study that are not incorporated into one of the other extracts. We typically produce separate analysis extracts for AD and ANG/AFRC members. The analysis extract is usually an enormous document, a compilation of the many reports that "slice and dice" the data in virtually every potentially useful way. Just about any question anyone has regarding career ladder work, personnel, or training and utilization issues can be answered by consulting one or another of the reports in the analysis extract.

The Occupational Survey Report -- The OSR captures survey data and analysis both in breadth and depth. For ease of reading, the first half of the OSR concentrates on breadth with compelling factors and implications across the specialty. Tables following the narrative show depth with regard to these factors and implications. Where appropriate, highlights of the tables are contained in the body of the OSR.

OCCUPATIONAL SURVEY REPORT (OSR) GROUND RADIO COMMUNICATIONS (AFSC 2E1X3)

This is a report of an occupational survey of the Ground Radio Communications career ladder, conducted by the Occupational Analysis Flight, AFOMS. The OSR reports the findings of current data that are available for use in guiding the development and evaluation of training and support planned changes within this career ladder. In addition, the data are used to support SKT development. The previous AFSC 2E1X3 OSR was completed in July 1999.

Career Ladder Background

According to the specialty description in AFMAN 36-2108, *Enlisted Classification*, dated 30 April 2002, personnel in this career ladder: install, maintain, overhaul, repair, and modify fixed, mobile, and transportable transmitters, receivers, transceivers, and related equipment. Equipment types include amplitude modulation (AM), frequency modulation (FM), and high/low frequency radio equipment for ground-to-air communications.

The initial technical training school for this AFSC is located at Keesler AFB MS. The E3ABR2E133 005, *Ground Radio Communications Apprentice*, course is 22 weeks' long and provides graduates with the knowledge and skills for the following principles and activities:

- Test equipment usage; recorder principles and maintenance; AM, FM, and high-frequency radio equipment operation and maintenance; air traffic console operation and maintenance; and anti-jam system operations and maintenance
- The course concludes with certification on preventative maintenance inspections, basic alignments, and generic troubleshooting skills

Entry into AFSC 2E1X3 requires an Armed Forces Vocational Aptitude Battery (ASVAB) "electronic" score of 67 and a strength requirement of "J" (weight lift of 60 lb). For entry into this AFSC, personnel must have normal color vision as defined in AFI 48-123, *Medical Examination and Standards*. For award and retention, members must be eligible for a Secret security clearance according to AFI 31-501, *Personnel Security Program Management*. In addition, AFSC J2E1X3 (Parachutist) is not authorized for award to enlisted women. Finally, this AFSC is not open to non-United States citizens but is open to United States nationals.

SURVEY METHODOLOGY

Inventory Development

The data collection instrument for this occupational survey was USAF job inventory (JI) occupational survey study number (OSSN) 2518, dated June 2002. During the development of the comprehensive task list, 43 subject-matter experts from 8 operational bases and 1 training unit were interviewed. The survey requested such standard background information as: base of assignment; command of assignment; total active federal military service (TAFMS), time in career field (TICF), and time in present job (TIPJ); job title; work or functional area; paygrade; job satisfaction and reenlistment intentions; and systems, tools, and equipment used or operated. Additional background items concerned: non-AFSC workloads, public address system involvement; test, radio, and auxiliary equipment operated or maintained; and vehicles operated. The inventory listed 421 tasks grouped under 12 duty headings and a background section. (The complete task list is available on the CD containing the products from this study.)

| <u>BASE</u> | <u>REASON FOR VISIT</u> |
|------------------|--|
| Keesler AFB MS | Technical training school |
| Eglin AFB FL | Ground-to-ground, ground-to-air communications |
| Andrews AFB MD | Global high-frequency communications |
| Pope AFB NC | Air support operations |
| Shaw AFB SC | Ground-to-ground, ground-to-air communications |
| Lackland AFB TX | Air traffic and command and control radio equipment |
| FE Warren AFB WY | Hardened ultra-high-frequency ground radio equipment |
| Tinker AFB OK | Deployable communications |
| Travis AFB CA | Unique deployable communications |

AFSC 2E1X3 Survey Administration

From June to October 2002, survey control monitors at the technical training school and operational bases administered the inventory to all eligible DAFSC 2E133, 2E153, and 2E173

AD, ANG, and AFRC personnel. Members ineligible to take the survey included the following: (1) hospitalized members; (2) members in transition for a permanent change of station; (3) members retiring within the time the inventories were administered to the field; and (4) members who had been in their present jobs for less than 6 weeks. Participants were selected from a computer-generated mailing list obtained from data tapes maintained by the Air Force Personnel Center, Randolph AFB TX.

Survey Sample

The data on survey returns were examined to ensure that the final sample reflected an accurate representation across major commands (MAJCOMs), paygrades, and skill levels. [Table 1](#) displays the distribution of the survey sample by MAJCOM, while [Table 2](#) displays the survey distribution by paygrade groups. [Table 3](#) displays the final sample distribution by skill level. [Table 4](#) displays the component characteristics for the AD, ANG, and AFRC members in the final sample.

TABLE 1

MAJCOM REPRESENTATION OF SAMPLE

| <u>COMMAND</u> | <u>PERCENT OF ASSIGNED*</u> | <u>PERCENT OF SAMPLE</u> |
|-------------------------------|---------------------------------|------------------------------|
| ANG | 33 | 29 |
| ACC | 19 | 20 |
| PACAF | 8 | 9 |
| AETC | 7 | 9 |
| USAFE | 7 | 8 |
| AMC | 6 | 8 |
| AIA | 5 | 4 |
| AFMC | 3 | 2 |
| OTHER** | 7 | 6 |
| AFRC | 5 | 5 |
| TOTAL ASSIGNED* | | 3,524 |
| TOTAL ELIGIBLE*** | | 3,028 |
| TOTAL SURVEYS MAILED | | 2,927 |
| TOTAL SAMPLE | | 1,493 |
| PERCENT OF ASSIGNED IN SAMPLE | | 42% |
| PERCENT OF ELIGIBLE IN SAMPLE | | 49% |
| PERCENT OF MAILED IN SAMPLE | | 51% |

* Assigned strength as of May 02

** Highest percentages in "Other" include Air Force Space Command and CMA

*** Ineligibility defined as: hospitalized members; members in transition for a permanent change of station; members retiring within the time the survey was administered; and members in their present jobs for less than 6 weeks.

TABLE 2**PAYGRADE DISTRIBUTION OF SAMPLE**

| <u>PAYGRADE</u> | <u>PERCENT OF ASSIGNED**</u> | <u>PERCENT OF SAMPLE</u> |
|-----------------|----------------------------------|------------------------------|
| E-1 - E-2 | 1 | * |
| E-3 | 6 | 4 |
| E-4 | 18 | 17 |
| E-5 | 34 | 37 |
| E-6 | 23 | 24 |
| E-7 | 18 | 18 |
| E-8 | * | * |

* Indicates less than 1%

** Assigned strength as of May 02

Note: Columns may not add to 100% due to rounding.

TABLE 3**SKILL-LEVEL DISTRIBUTION OF SAMPLE**

| <u>SKILL LEVEL</u> | <u>PERCENT OF ASSIGNED*</u> | <u>PERCENT OF SAMPLE</u> |
|--------------------|---------------------------------|------------------------------|
| 2E133 | 11 | 11 |
| 2E153 | 50 | 49 |
| 2E173 | 39 | 40 |

* Assigned strength as of May 02

TABLE 4**COMPONENT CHARACTERISTICS**

| | <u>AD</u> | <u>ANG</u> | <u>AFRC</u> |
|---------------|-----------|------------|-------------|
| ASSIGNED* | 2,215 | 1,117 | 192 |
| SURVEYED | 1,798 | 971 | 158 |
| SAMPLE | 978 | 436 | 79 |
| % OF SURVEYED | 54% | 45% | 50% |

* Assigned strength as of May 02

The command, paygrade, and skill-level distributions of the survey sample are close to the percent assigned, indicating that the sample is a good representation of the career ladder population.

AFSC 2E1X3 SPECIALTY JOBS

The first step in the analysis process is to identify the career ladder structure in terms of the jobs performed by the respondents. CODAP creates an individual job description for each respondent based on the tasks performed and relative amount of time spent on these tasks. The CODAP automated job clustering program then compares all the individual job descriptions, locates the two descriptions with the most similar tasks and time spent ratings, and combines them to form a composite job description. In successive stages, CODAP either adds new members to this initial group or forms new groups based on the similarity of tasks and time spent ratings. Human analysis of the final output, aided by additional measures of similarities and differences between groups, determines the final job structure of the career field as described below.

The basic group used in the hierarchical clustering process is the **Job**. When two or more jobs have a substantial degree of similarity in tasks performed and time spent on tasks, they are grouped together and identified as a **Cluster**. Jobs not falling within any cluster are identified as **Independent Jobs (IJs)**. The structure of the career ladder is then defined in terms of clusters, jobs, and independent jobs. The job structure resulting from this grouping process (the various jobs within the AFSC) can be used to evaluate the changes that have occurred in the AFSC since the previous OSR. It can also be used to guide future changes in the AFSC. The above terminology will be used in the discussion of the AFSC 2E1X3 career ladder.

Overview of Specialty Jobs

Based on the analysis of tasks performed and the amount of time spent performing each task, 5 clusters and 11 independent jobs were identified in the Ground Radio Communications career ladder. [Figure 1](#) displays this job structure. [Figures 1A-1E](#) display the jobs contained within the five clusters. [Table 5](#) displays the relative percent time spent on duty areas by specialty clusters and jobs. A written outline of the job structure follows. The stage (STG) number shown beside each title refers to computer-generated tracking information of no importance to the reader. The letter “N” represents the number of members in each group. [Tables A1 to A16](#) (in the Appendix) provide detailed descriptions of the clusters and independent jobs listed below. In addition, the tables display some distinguishing tasks performed by members of jobs identified within clusters. Demographic information and representative tasks that members perform are displayed in [Table 6](#).

- I. MAINTENANCE CONTROL IJ (STG 030, N=40)
- II. TRAINING CLUSTER (STG 067, N=37)
 - A. Training Management Job (STG 130)

- B. Instruction Job (STG 097)
- III. MAINTENANCE SUPPORT EVALUATION IJ (STG 137, N=42)
- IV. MAINTENANCE SUPPORT SUPERVISION IJ (STG 158, N=161)
- V. WORKCENTER SUPERVISION CLUSTER (STG 166, N=32)
 - A. Airfield Support Job (STG 226)
 - B. Missile Communications Job (STG 196)
- VI. DEPLOYMENT PLANNING IJ (STG 132, N=7)
- VII. GROUND RADIO MAINTENANCE CLUSTER (STG 061, N=810)
 - A. Intelligence Intercept Job (STG 186)
 - B. Air Control and Warning Job (STG 171)
 - C. NCOIC Job (STG 302)
 - D. Mobility Job (STG 277)
 - E. Fixed High-Frequency Job (STG 248)
 - F. Installation Job (STG 232)
 - G. Deployed Airfield Support Job (STG 175)
 - H. Airfield/Base Support Job (STG 183)
 - I. Cryptographic Equipment Installation Job (STG 116)
 - J. Mobile Communications Job (STG 066)
- VIII. MOBILITY IJ (STG 055, N=8)
- IX. INITIAL INSTALLATION IJ (STG 038, N=34)
- X. PERSONAL WIRELESS COMMUNICATIONS SYSTEMS/INSTALLATION SPECTRUM MANAGEMENT IJ (STG 035, N=95)
- XI. RADIO MAINTENANCE SPECIALIST CLUSTER (STG 057, N=36)
 - A. Air Traffic Control Support Job (STG 110)
 - B. Combat Control Support Job (STG 063)
- XII. MISSILE COMMUNICATIONS MAINTENANCE IJ (STG 251, N=7)
- XIII. GLOBAL HIGH-FREQUENCY CLUSTER (STG 018, N=45)
 - A. Transceivers Job (STG 195)
 - B. Transmitters/Receivers Job (STG 100)
- XIV. PUBLIC ADDRESS SYSTEMS IJ (STG 053, N=21)
- XV. SUPERINTENDENT IJ (STG 020, N=11)
- XVI. QUALITY ASSURANCE EVALUATION IJ (STG 033, N=19)

Members performing these jobs and clusters accounted for 94% of the survey sample. The remaining 6% were performing tasks or series of tasks that did not group with any of the defined jobs.

**AFSC 2E1X3 GROUND RADIO COMMUNICATIONS SPECIALTY JOBS
(N =1,493)**

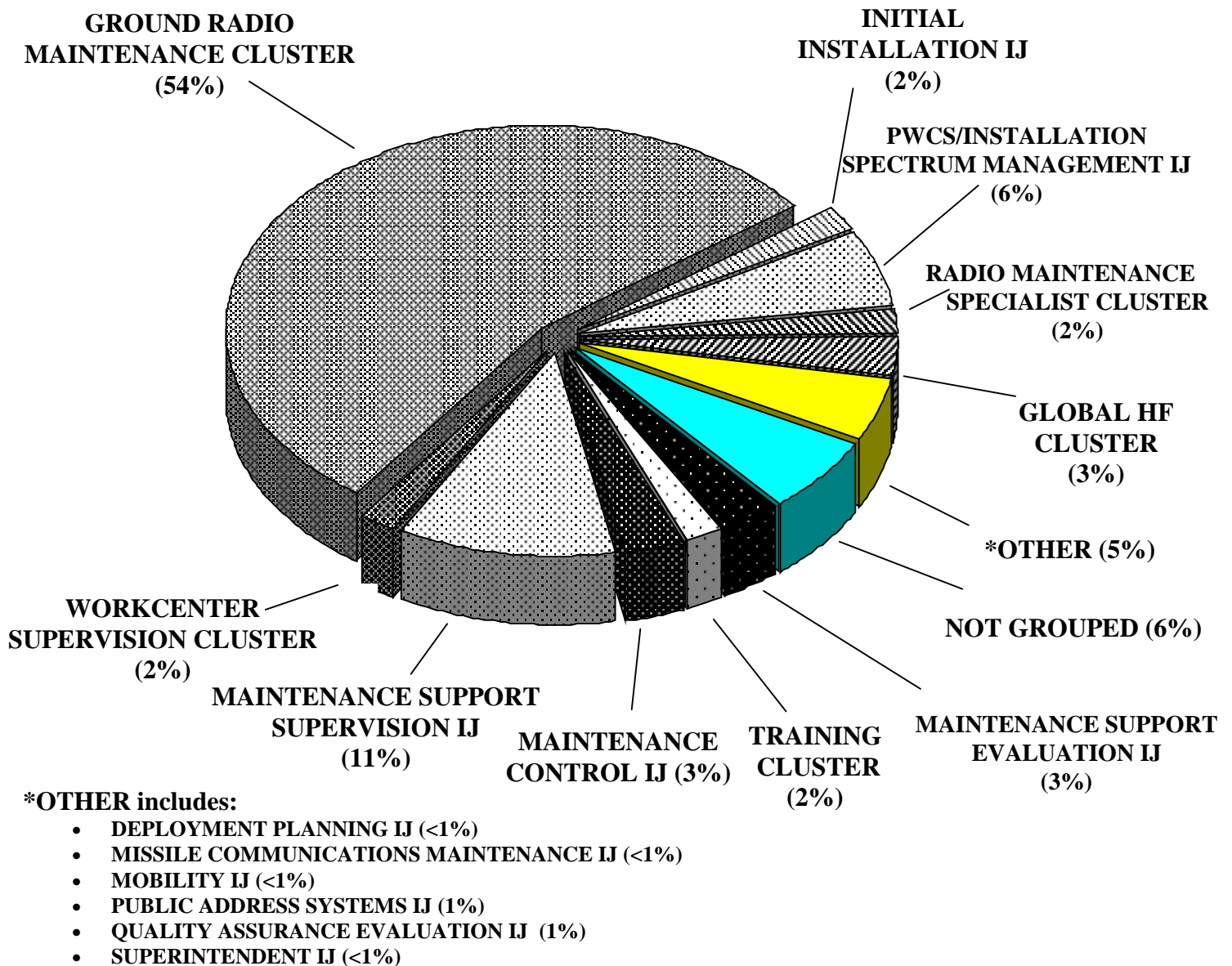


FIGURE 1

**JOBS WITHIN THE TRAINING CLUSTER
(N=37)**

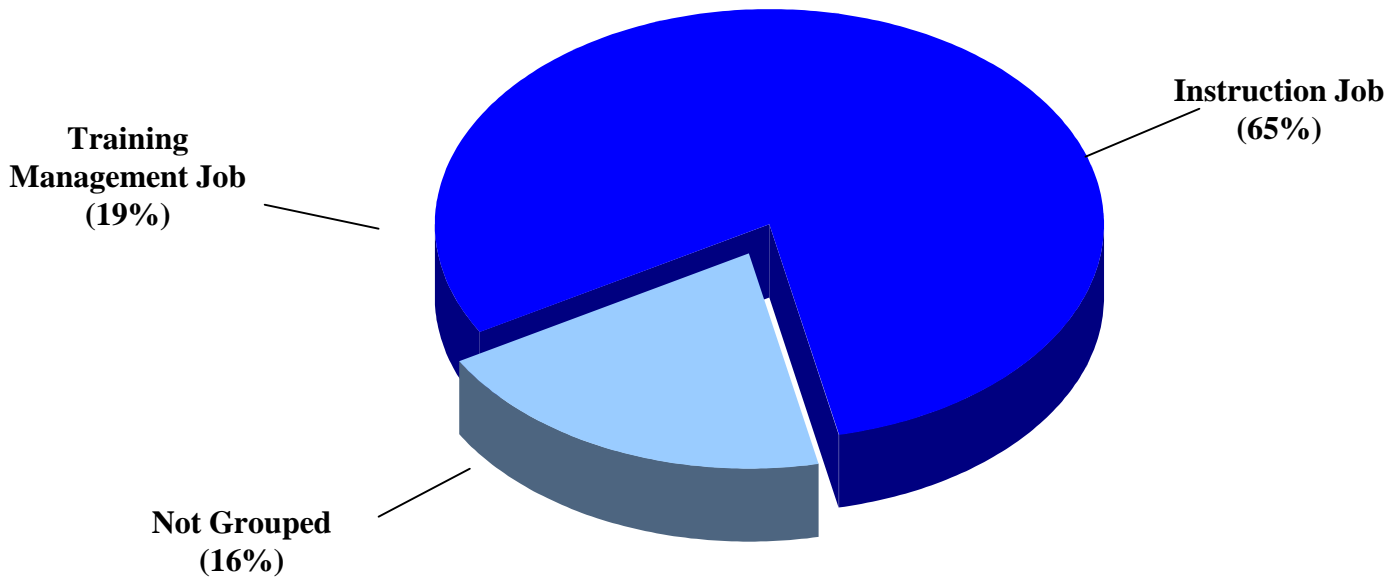


FIGURE 1A

**JOBS WITHIN THE WORKCENTER SUPERVISION CLUSTER
(N=32)**

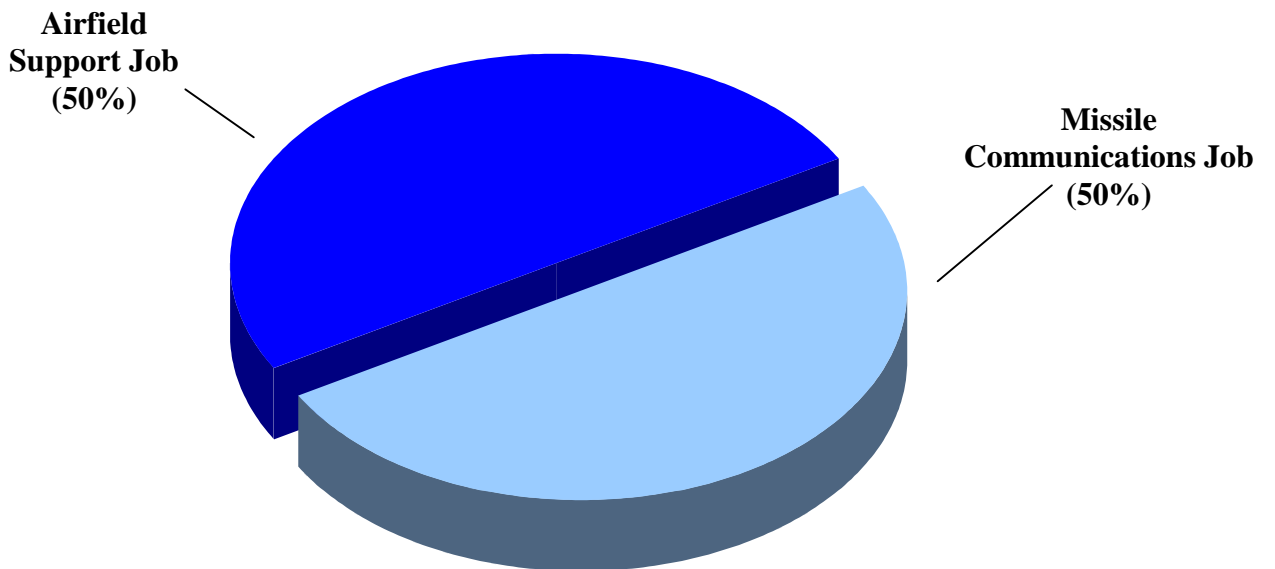


FIGURE 1B

JOBS WITHIN THE GROUND RADIO MAINTENANCE CLUSTER
(N=810)

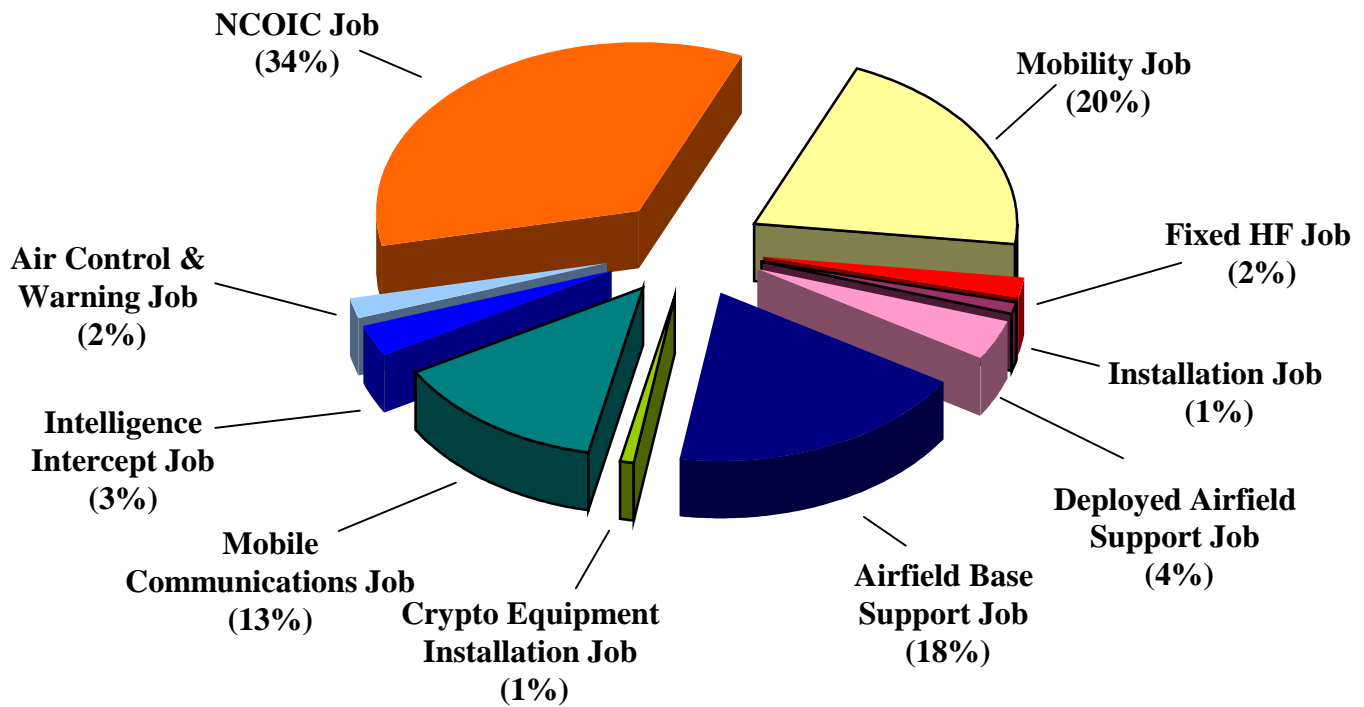


FIGURE 1C

JOBS WITHIN THE RADIO MAINTENANCE SPECIALIST CLUSTER
(N=36)

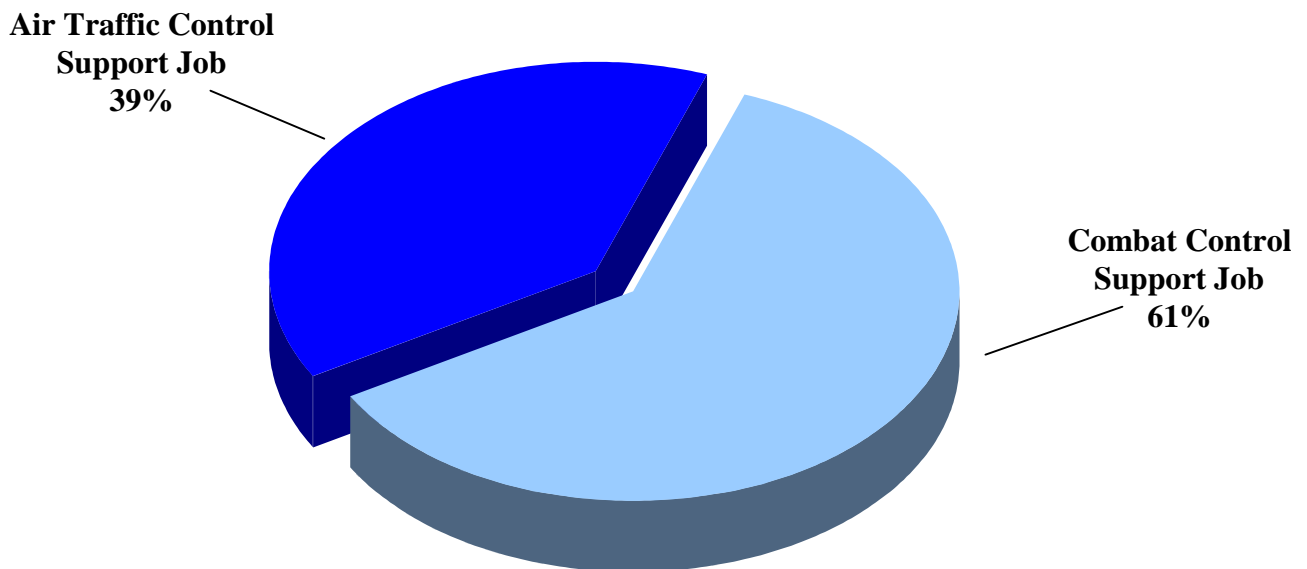


FIGURE 1D

**JOBS WITHIN THE GLOBAL HIGH-FREQUENCY CLUSTER
(N=45)**

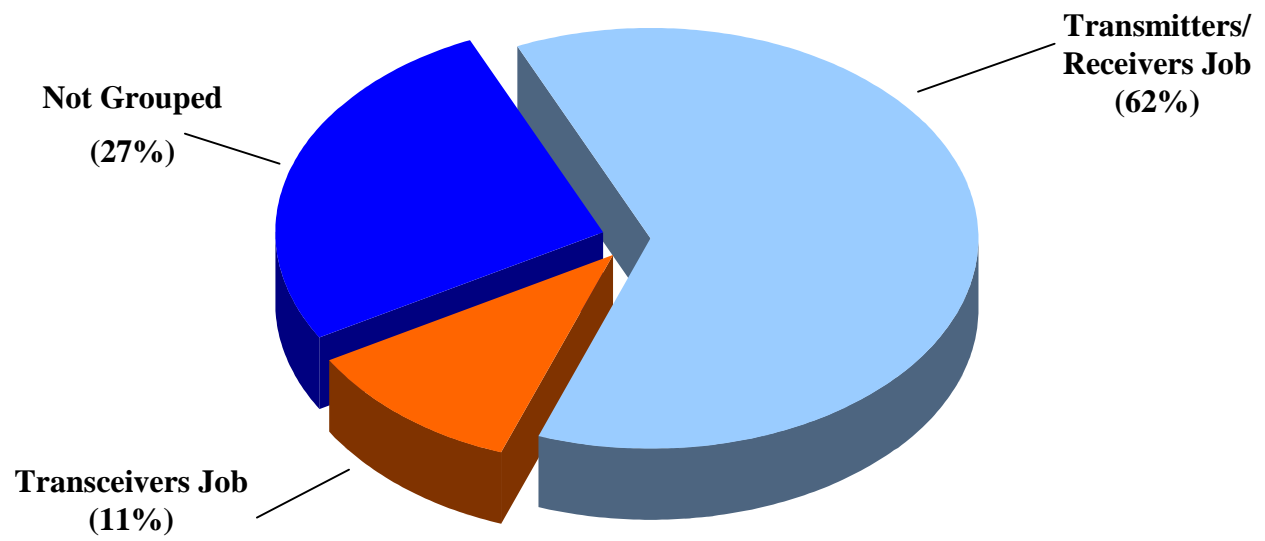


FIGURE 1E

TABLE 5**RELATIVE PERCENT TIME SPENT ON DUTIES BY SPECIALTY CLUSTERS AND JOBS**

| <u>DUTIES</u> | MAINT CONTROL IJ (STG 30) (N=40) | TRAINING CLUSTER (STG 67) (N=37) | TRAINING CLUSTER | | MAINT SUPPORT EVAL IJ (STG 137) (N=42) | MAINT SUPPORT SUPERVISION IJ (STG 158) (N=161) |
|---|---|---|---|--|---|---|
| | | | Training Management Job (STG 130) (N=7) | Instruction Job (STG 97) (N=24) | | |
| A PERFORMING COMMUNICATIONS-ELECTRONICS EQUIPMENT MAINTENANCE | 7 | 21 | 15 | 25 | * | 3 |
| B PERFORMING PWCS/INSTALLATION SPECTRUM MANAGEMENT ACTIVITIES | * | * | 1 | * | * | * |
| C INSTALLING AND MAINTAINING PUBLIC ADDRESS (PA) SYSTEMS | 1 | 1 | 1 | 1 | * | 1 |
| D MAINTAINING MISSILE COMMUNICATIONS SYSTEMS AND EQUIPMENT | * | * | 1 | * | 0 | * |
| E PERFORMING INITIAL GROUND RADIO EQUIPMENT INSTALLATIONS | 1 | 1 | 2 | 1 | 2 | 1 |
| F PERFORMING CONTRACT ADMINISTRATION ACTIVITIES | 2 | * | 1 | * | 1 | 2 |
| G PERFORMING MAINTENANCE MANAGEMENT ACTIVITIES | 45 | 6 | 11 | 3 | 14 | 9 |
| H PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER (TO) SYSTEM ACTIVITIES | 12 | 2 | 4 | 1 | 18 | 7 |
| I PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES | 5 | 7 | 1 | 7 | 4 | 5 |
| J PERFORMING MOBILITY AND CONTINGENCY ACTIVITIES | 6 | 6 | 1 | 4 | 6 | 6 |
| K PERFORMING TRAINING ACTIVITIES | 10 | 41 | 55 | 43 | 14 | 17 |
| L PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES | 10 | 13 | 8 | 15 | 41 | 49 |

* Indicates less than 1%

Note: Columns may not add up to 100% due to rounding

TABLE 5 (CONT.)

RELATIVE PERCENT TIME SPENT ON DUTIES BY SPECIALTY CLUSTERS AND JOBS

| <u>DUTIES</u> | WORKCENTER SUPERVISION CLUSTER (STG 166) (N=32) | WORKCENTER SUPERVISION CLUSTER | | DEPLOYMENT PLANNING IJ (STG 132) (N= 7) | GROUND RADIO MAINT CLUSTER (STG 61) (N=810) |
|---|--|---|---|--|--|
| | | Airfield Support Job (STG 226) (N=16) | Missile Comm Job (STG 196) (N=16) | | |
| A PERFORMING COMMUNICATIONS-ELECTRONICS EQUIPMENT MAINTENANCE | 21 | 22 | 19 | 1 | 45 |
| B PERFORMING PWCS/INSTALLATION SPECTRUM MANAGEMENT ACTIVITIES | 1 | * | 1 | 1 | 1 |
| C INSTALLING AND MAINTAINING PUBLIC ADDRESS (PA) SYSTEMS | 2 | 1 | 3 | * | 5 |
| D MAINTAINING MISSILE COMMUNICATIONS SYSTEMS AND EQUIPMENT | 8 | * | 15 | 0 | 1 |
| E PERFORMING INITIAL GROUND RADIO EQUIPMENT INSTALLATIONS | 3 | 3 | 3 | * | 7 |
| F PERFORMING CONTRACT ADMINISTRATION ACTIVITIES | * | * | 1 | 5 | 1 |
| G PERFORMING MAINTENANCE MANAGEMENT ACTIVITIES | 17 | 20 | 13 | 3 | 6 |
| H PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER (TO) SYSTEM ACTIVITIES | 6 | 3 | 8 | 18 | 4 |
| I PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES | 5 | 4 | 5 | 1 | 5 |
| J PERFORMING MOBILITY AND CONTINGENCY ACTIVITIES | 5 | 8 | 2 | 17 | 11 |
| K PERFORMING TRAINING ACTIVITIES | 16 | 21 | 11 | 11 | 7 |
| L PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES | 18 | 18 | 19 | 44 | 9 |

* Indicates less than 1%

Note: Columns may not add up to 100% due to rounding

TABLE 5 (CONT.)

RELATIVE PERCENT TIME SPENT ON DUTIES BY SPECIALTY CLUSTERS AND JOBS

| | | GROUND RADIO MAINTENANCE CLUSTER | | | | | |
|----------------------|--|---|--|-----------------------------|--------------------------------|--------------------------------|----------------------------------|
| | | Intelligence Intercept Job (STG 186) (N=21) | Air Control & Warning Job (STG 171) (N=19) | NCOIC Job (STG 302) (N=273) | Mobility Job (STG 277) (N=160) | Fixed HF Job (STG 248) (N= 19) | Installation Job (STG 232) (N=8) |
| <u>DUTIES</u> | | | | | | | |
| A | PERFORMING COMMUNICATIONS-ELECTRONICS EQUIPMENT MAINTENANCE | 40 | 55 | 30 | 43 | 42 | 34 |
| B | PERFORMING PWCS/INSTALLATION SPECTRUM MANAGEMENT ACTIVITIES | 1 | 2 | 2 | 1 | 3 | * |
| C | INSTALLING AND MAINTAINING PUBLIC ADDRESS (PA) SYSTEMS | 2 | 1 | 4 | 3 | 2 | 4 |
| D | MAINTAINING MISSILE COMMUNICATIONS SYSTEMS AND EQUIPMENT | * | 1 | 1 | 1 | 3 | * |
| E | PERFORMING INITIAL GROUND RADIO EQUIPMENT INSTALLATIONS | 5 | 11 | 6 | 7 | 8 | 24 |
| F | PERFORMING CONTRACT ADMINISTRATION ACTIVITIES | * | 1 | 1 | * | 1 | 1 |
| G | PERFORMING MAINTENANCE MANAGEMENT ACTIVITIES | 14 | 6 | 7 | 7 | 8 | 2 |
| H | PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER (TO) SYSTEM ACTIVITIES | 9 | 2 | 5 | 4 | 4 | 4 |
| I | PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES | 9 | 9 | 5 | 5 | 6 | 2 |
| J | PERFORMING MOBILITY AND CONTINGENCY ACTIVITIES | 1 | 4 | 11 | 18 | 6 | 10 |
| K | PERFORMING TRAINING ACTIVITIES | 11 | 5 | 10 | 6 | 9 | 9 |
| L | PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES | 9 | 4 | 17 | 6 | 8 | 9 |

* Indicates less than 1%

Note: Columns may not add up to 100% due to rounding

TABLE 5 (CONT.)

RELATIVE PERCENT TIME SPENT ON DUTIES BY SPECIALTY CLUSTERS AND JOBS

| DUTIES | | GROUND RADIO MAINTENANCE CLUSTER | | | | MOBILITY IJ (STG 55) (N=8) |
|--------|---|--|---|--|--|-------------------------------------|
| | | Deployed Airfield Spt Job (STG 175) (N=34) | Airfield/ Base Sp Job (STG 183) (N=148) | Crypto Eqp Installation Job (STG 116) (N= 8) | Mobile Comm Job (STG 66) (N=106) | |
| | | | | | | |
| A | PERFORMING COMMUNICATIONS-ELECTRONICS EQUIPMENT MAINTENANCE | 42 | 62 | 47 | 63 | 19 |
| B | PERFORMING PWCS/INSTALLATION SPECTRUM MANAGEMENT ACTIVITIES | 2 | 1 | 2 | * | * |
| C | INSTALLING AND MAINTAINING PUBLIC ADDRESS (PA) SYSTEMS | 9 | 9 | 1 | 4 | * |
| D | MAINTAINING MISSILE COMMUNICATIONS SYSTEMS AND EQUIPMENT | * | 1 | 1 | * | * |
| E | PERFORMING INITIAL GROUND RADIO EQUIPMENT INSTALLATIONS | 15 | 4 | 21 | 5 | 3 |
| F | PERFORMING CONTRACT ADMINISTRATION ACTIVITIES | 1 | * | 2 | * | 1 |
| G | PERFORMING MAINTENANCE MANAGEMENT ACTIVITIES | 3 | 7 | 3 | 3 | 3 |
| H | PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER (TO) SYSTEM ACTIVITIES | 3 | 3 | 2 | 2 | 6 |
| I | PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES | 4 | 4 | 3 | 3 | 9 |
| J | PERFORMING MOBILITY AND CONTINGENCY ACTIVITIES | 12 | 2 | 7 | 16 | 46 |
| K | PERFORMING TRAINING ACTIVITIES | 4 | 4 | 4 | 2 | 3 |
| L | PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES | 6 | 4 | 8 | 1 | 10 |

* Indicates less than 1%

Note: Columns may not add up to 100% due to rounding

TABLE 5 (CONT.)

RELATIVE PERCENT TIME SPENT ON DUTIES BY SPECIALTY CLUSTERS AND JOBS

| <u>DUTIES</u> | <u>RADIO MAINT SPECIALIST CLUSTER</u> | | | | | |
|---|---|--|---|---|---|--|
| | INITIAL INSTALL IJ (STG 38) N=34 | PWCS/ INSTALLATION SPECTRUM MANAGEMENT IJ (STG 35) (N=95) | RADIO MAINT SPECIALIST CLUSTER (STG 57) (N=36) | Air Traffic Control Support Job (STG 110) (N=14) | Combat Control Support Job (STG 63) (N=22) | MISSILE COMM MAINT IJ (STG 251) (N=7) |
| A PERFORMING COMMUNICATIONS-ELECTRONICS EQUIPMENT MAINTENANCE | 22 | 8 | 65 | 66 | 64 | 34 |
| B PERFORMING PWCS/INSTALLATION SPECTRUM MANAGEMENT ACTIVITIES | * | 36 | 1 | 1 | 2 | * |
| C INSTALLING AND MAINTAINING PUBLIC ADDRESS (PA) SYSTEMS | 1 | 3 | 6 | 9 | 4 | 0 |
| D MAINTAINING MISSILE COMMUNICATIONS SYSTEMS AND EQUIPMENT | * | * | 1 | 1 | * | 43 |
| E PERFORMING INITIAL GROUND RADIO EQUIPMENT INSTALLATIONS | 39 | 3 | 7 | 4 | 9 | 2 |
| F PERFORMING CONTRACT ADMINISTRATION ACTIVITIES | 3 | 8 | 0 | 0 | 0 | 0 |
| G PERFORMING MAINTENANCE MANAGEMENT ACTIVITIES | 1 | 4 | 2 | 4 | 1 | 4 |
| H PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER (TO) SYSTEM ACTIVITIES | 2 | 3 | 1 | 3 | 1 | 7 |
| I PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES | 4 | 6 | 2 | 4 | 1 | 6 |
| J PERFORMING MOBILITY AND CONTINGENCY ACTIVITIES | 14 | 3 | 11 | 6 | 15 | 0 |
| K PERFORMING TRAINING ACTIVITIES | 9 | 15 | 2 | 0 | 2 | * |
| L PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES | 5 | 11 | * | 1 | * | 3 |

* Indicates less than 1%

Note: Columns may not add up to 100% due to rounding

TABLE 5 (CONT.)

RELATIVE PERCENT TIME SPENT ON DUTIES BY SPECIALTY CLUSTERS AND JOBS

| DUTIES | GLOBAL HIGH- FREQUENCY CLUSTER (STG 18) (N=45) | GLOBAL HIGH- FREQUENCY CLUSTER | | PUBLIC ADDRESS SYSTEMS IJ (STG 53) (N= 21) | SUPER- INTENDENT IJ (STG 20) (N=11) | QUALITY ASSURANCE EVAL IJ (STG 33) (N=19) |
|--|---|---|--|---|--|--|
| | | Transcvrs Job (STG 195) (N=5) | Transm/ Rcvrs Job (STG 100) (N=28) | | | |
| A PERFORMING COMMUNICATIONS- ELECTRONICS EQUIPMENT MAINTENANCE | 73 | 75 | 80 | 24 | 3 | 2 |
| B PERFORMING PWCS/INSTALLATION SPECTRUM MANAGEMENT ACTIVITIES | * | 0 | * | 4 | 1 | 5 |
| C INSTALLING AND MAINTAINING PUBLIC ADDRESS (PA) SYSTEMS | 2 | 0 | 1 | 63 | 0 | 2 |
| D MAINTAINING MISSILE COMMUNICATIONS SYSTEMS AND EQUIPMENT | 1 | 0 | 1 | 1 | 0 | 0 |
| E PERFORMING INITIAL GROUND RADIO EQUIPMENT INSTALLATIONS | 6 | 0 | 5 | 2 | 0 | 5 |
| F PERFORMING CONTRACT ADMINISTRATION ACTIVITIES | * | 0 | * | * | 1 | 42 |
| G PERFORMING MAINTENANCE MANAGEMENT ACTIVITIES | 4 | 8 | 3 | 1 | 1 | 3 |
| H PERFORMING GENERAL ADMINISTRATIVEAND TECHNICAL ORDER (TO) SYSTEM ACTIVITIES | 3 | 0 | 2 | 1 | 5 | 4 |
| I PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES | 3 | 5 | 2 | * | * | 4 |
| J PERFORMING MOBILITY AND CONTINGENCY ACTIVITIES | 3 | 5 | 1 | 2 | 7 | 4 |
| K PERFORMING TRAINING ACTIVITIES | 3 | 8 | 3 | 2 | 2 | 1 |
| L PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES | 2 | 0 | 2 | * | 80 | 27 |

* Indicates less than 1%

Note: Columns may not add up to 100% due to rounding

TABLE 6

SELECTED BACKGROUND DATA FOR SPECIALTY CLUSTERS AND JOBS

| | MAINT CONTROL IJ (STG 30) (N=40) | TRAINING CLUSTER (STG 67) (N=37) | TRAINING CLUSTER | | MAINT SUPPORT EVAL IJ (STG 137) (N=42) | MAINT SUPPORT SUPERVISION IJ (STG 158) (N=161) |
|-----------------------------------|---|---|---|--|---|---|
| | | | Training Management Job (STG 130) (N=7) | Instruction Job (STG 97) (N=24) | | |
| NUMBER IN CLUSTERS AND JOBS | 40 | 37 | | | 42 | 161 |
| PERCENT OF SAMPLE | 3% | 2% | | | 3% | 11% |
| PERCENT ASSIGNED OVERSEAS | 35% | 22% | | | 24% | 35% |
| <u>DAFSC DISTRIBUTION:</u> | | | | | | |
| 2E133 | 13% | 0% | 0% | 0% | 5% | 0% |
| 2E153 | 63% | 62% | 71% | 67% | 48% | 22% |
| 2E173 | 25% | 38% | 29% | 33% | 48% | 78% |
| <u>COMPONENT STATUS:</u> | | | | | | |
| PERCENT IN AD | 80% | 89% | 86% | 66% | 88% | 95% |
| PERCENT IN ANG | 20% | 11% | 0% | 17% | 12% | 5% |
| PERCENT IN AFRC | 0% | 0% | 14% | 17% | 0% | 0% |
| <u>GRADE</u> | | | | | | |
| E-2 to E-3 | 0% | 0% | 0% | 0% | 0% | 0% |
| E-4 | 15% | 0% | 0% | 0% | 0% | 0% |
| E-5 | 53% | 46% | 71% | 42% | 48% | 14% |
| E-6 | 15% | 43% | 29% | 46% | 24% | 32% |
| E-7 | 18% | 11% | 0% | 13% | 29% | 54% |
| AVG MONTHS TAFMS (AD) | 103 months | 146 months | 140 months | 150 months | 162 months | 209 months |
| PERCENT IN FIRST ENLISTMENT (AD) | 15% | 0% | 0% | 0% | 4% | 3% |
| PERCENT SUPERVISING | 40% | 49% | 43% | 37% | 19% | 89% |
| AVERAGE NUMBER OF TASKS PERFORMED | 27 | 35 | 27 | 37 | 35 | 74 |
| PREDOMINANT AD MAJCOM | ACC | AETC | AETC | AETC | ACC | ACC |

TABLE 6 (CONT.)

SELECTED BACKGROUND DATA FOR SPECIALTY CLUSTERS AND JOBS

| | WORKCENTER SUPERVISION CLUSTER (STG 166) (N=32) | WORKCENTER SUPERVISION CLUSTER | | DEPLOYMENT PLANNING IJ (STG 132) (N=7) | GROUND RADIO MAINT CLUSTER (STG 61) (N=810) |
|-----------------------------------|--|--|--|---|--|
| | | Airfield Support Job (STG 226) (N=16) | Missile Comm Job (STG 196) (N=16) | | |
| NUMBER IN CLUSTERS AND JOBS | 32 | | | 7 | 810 |
| PERCENT OF SAMPLE | 2% | | | * | 54% |
| PERCENT ASSIGNED OVERSEAS | 28% | | | 29% | 25% |
| <u>DAFSC DISTRIBUTION:</u> | | | | | |
| 2E133 | 0% | 0% | 0% | 0% | 14% |
| 2E153 | 72% | 75% | 69% | 29% | 51% |
| 2E173 | 28% | 25% | 31% | 71% | 36% |
| <u>COMPONENT STATUS:</u> | | | | | |
| PERCENT IN AD | 88% | 74% | 100% | 100% | 63% |
| PERCENT IN ANG | 6% | 13% | 0% | 0% | 37% |
| PERCENT IN AFRC | 6% | 13% | 0% | 0% | 0% |
| <u>GRADE</u> | | | | | |
| E-2 to E-3 | 0% | 0% | 0% | 0% | 5% |
| E-4 | 6% | 6% | 6% | 0% | 21% |
| E-5 | 53% | 38% | 69% | 0% | 38% |
| E-6 | 31% | 44% | 19% | 43% | 23% |
| E-7 | 9% | 13% | 6% | 57% | 13% |
| AVG MONTHS TAFMS (AD) | 136 months | 137 months | 135 months | 228 months | 100 months |
| PERCENT IN FIRST ENLISTMENT (AD) | 12% | 6% | 0% | 0% | 15% |
| PERCENT SUPERVISING | 72% | 81% | 62% | 71% | 53% |
| AVERAGE NUMBER OF TASKS PERFORMED | 80 | 63 | 97 | 42 | 116 |
| PREDOMINANT AD MAJCOM | ACC | AIA | AFSPC | ACC | ACC |

TABLE 6 (CONT.)

SELECTED BACKGROUND DATA FOR SPECIALTY CLUSTERS AND JOBS

GROUND RADIO MAINTENANCE CLUSTER

| | Intelligence Intercept Job (STG 186) (N=21) | Air Control & Warning Job (STG 171) (N=19) | NCOIC Job (STG 302) (N=273) | Mobility Job (STG 277) (N=160) | Fixed HF Job (STG 248) (N= 19) | Installation Job (STG 232) (N=8) |
|-----------------------------------|--|--|--------------------------------------|---|---|---|
| NUMBER IN CLUSTERS AND JOBS | | | | | | |
| PERCENT OF SAMPLE | | | | | | |
| PERCENT ASSIGNED OVERSEAS | | | | | | |
| DAFSC DISTRIBUTION: | | | | | | |
| 2E133 | 19% | 16% | 3% | 9% | 11% | 0% |
| 2E153 | 71% | 68% | 42% | 61% | 37% | 50% |
| 2E173 | 10% | 16% | 55% | 29% | 53% | 50% |
| COMPONENT STATUS: | | | | | | |
| PERCENT IN AD | 100% | 68% | 59% | 49% | 48% | 0% |
| PERCENT IN ANG | 0% | 32% | 36% | 47% | 47% | 88% |
| PERCENT IN AFRC | 0% | 0% | 5% | 4% | 5% | 13% |
| GRADE | | | | | | |
| E-2 to E-3 | 0% | 21% | 0% | 4% | 0% | 0% |
| E-4 | 24% | 21% | 5% | 23% | 5% | 0% |
| E-5 | 67% | 47% | 35% | 46% | 37% | 50% |
| E-6 | 10% | 11% | 36% | 19% | 26% | 25% |
| E-7 | 0% | 0% | 24% | 8% | 32% | 25% |
| AVG MONTHS TAFMS (AD) | 81 months | 68 months | 151 months | 78 months | 114 months | NA |
| PERCENT IN FIRST ENLISTMENT (AD) | 29% | 33% | 2% | 13% | 5% | 0% |
| PERCENT SUPERVISING | 33% | 21% | 81% | 35% | 68% | 37% |
| AVERAGE NUMBER OF TASKS PERFORMED | 78 | 66 | 172 | 110 | 98 | 113 |
| PREDOMINANT AD MAJCOM | AIA | AIA | ACC | ACC | PACAF | ANG |

TABLE 6 (CONT.)

SELECTED BACKGROUND DATA FOR SPECIALTY CLUSTERS AND JOBS

| | GROUND RADIO MAINTENANCE CLUSTER | | | | |
|-----------------------------------|--|---|---|--|---|
| | Deployed Airfield Support Job (STG 175) (N=34) | Airfield Base Support Job (STG 183) (N=148) | Crypto Equipment Installation Job (STG 116) (N=8) | Mobile Comm Job (STG 66) (N=106) | MOBILITY IJ (STG 55) (N=8) |
| NUMBER IN CLUSTERS AND JOBS | | | | | 8 |
| PERCENT OF SAMPLE | | | | | * |
| PERCENT ASSIGNED OVERSEAS | | | | | 63% |
| <u>DAFSC DISTRIBUTION:</u> | | | | | |
| 2E133 | 9% | 42% | 0% | 14% | 13% |
| 2E153 | 26% | 53% | 50% | 57% | 75% |
| 2E173 | 65% | 6% | 50% | 29% | 13% |
| <u>COMPONENT STATUS:</u> | | | | | |
| PERCENT IN AD | 9% | 94 | 62 | 33 | 74% |
| PERCENT IN ANG | 91% | 4 | 25 | 58 | 13% |
| PERCENT IN AFRC | 0% | 2 | 13 | 9 | 13% |
| <u>GRADE</u> | | | | | |
| E-2 to E-3 | 0% | 19% | 0% | 6% | 0% |
| E-4 | 29% | 39% | 0% | 34% | 25% |
| E-5 | 21% | 36% | 13% | 39% | 75% |
| E-6 | 21% | 5% | 75% | 19% | 0% |
| E-7 | 29% | 1% | 13% | 3% | 0% |
| AVG MONTHS TAFMS (AD) | 48 months | 66 months | 192 months | 48 months | 86 months |
| PERCENT IN FIRST ENLISTMENT (AD) | 6% | 44% | 0% | 17% | 26% |
| PERCENT SUPERVISING | 32% | 26% | 37% | 18% | 25% |
| AVERAGE NUMBER OF TASKS PERFORMED | 90 | 96 | 107 | 40 | 67 |
| PREDOMINANT AD MAJCOM | ACC | AETC | AFC4A | ACC | USAFE |

TABLE 6 (CONT.)

SELECTED BACKGROUND DATA FOR SPECIALTY CLUSTERS AND JOBS

| | INITIAL INSTALL IJ (STG 38) N=34 | PWCS/ INSTALLATION SPECTRUM MANAGEMENT IJ (STG 35) (N=95) | RADIO MAINT SPECIALIST CLUSTER (STG 57) (N=36) | RADIO MAINT SPECIALIST CLUSTER | | MISSILE COMM MAINT IJ (STG 251) (N=7) |
|-----------------------------------|--|--|--|---|---|--|
| | | | | Air Traffic Control Support Job (STG 110) (N=14) | Combat Control Support Job (STG 63) (N=22) | |
| NUMBER IN CLUSTERS AND JOBS | 34 | 95 | 36 | | | 7 |
| PERCENT OF SAMPLE | 2% | 6% | 2% | | | * |
| PERCENT ASSIGNED OVERSEAS | 12% | 32% | 28% | | | 0% |
| <u>DAFSC DISTRIBUTION:</u> | | | | | | |
| 2E133 | 3% | 7% | 17% | 14% | 18% | 43% |
| 2E153 | 32% | 66% | 56% | 57% | 55% | 57% |
| 2E173 | 65% | 26% | 28% | 29% | 27% | 0% |
| <u>COMPONENT STATUS:</u> | | | | | | |
| PERCENT IN AD | 6% | 92% | 41% | 57% | 31% | 100% |
| PERCENT IN ANG | 94% | 4% | 53% | 36% | 64% | 0% |
| PERCENT IN AFRC | 0% | 4% | 6% | 7% | 5% | 0% |
| <u>GRADE</u> | | | | | | |
| E-2 to E-3 | 0% | 2% | 17% | 14% | 18% | 57% |
| E-4 | 15% | 18% | 28% | 36% | 23% | 14% |
| E-5 | 18% | 48% | 33% | 21% | 41% | 29% |
| E-6 | 41% | 21% | 16% | 21% | 14% | 0% |
| E-7 | 26% | 11% | 6% | 7% | 5% | 0% |
| AVG MONTHS TAFMS (AD) | 127 months | 130 months | 86 months | 86 months | 86 months | 42 months |
| PERCENT IN FIRST ENLISTMENT (AD) | 3% | 8% | 16% | 21% | 14% | 57% |
| PERCENT SUPERVISING | 50% | 41% | 28% | 29% | 27% | 0% |
| AVERAGE NUMBER OF TASKS PERFORMED | 50 | 63 | 27 | 34 | 22 | 36 |
| PREDOMINANT AD MAJCOM | AIA | ACC | AMC | AMC | AFSOC | AFSPC |

TABLE 6 (CONT.)

SELECTED BACKGROUND DATA FOR SPECIALTY CLUSTERS AND JOBS

| | GLOBAL HIGH-FREQUENCY CLUSTER (STG 18) (N=45) | GLOBAL HIGH-FREQUENCY CLUSTER | | PUBLIC ADDRESS SYSTEMS IJ (STG 53) (N= 21) | SUPER-INTENDENT IJ (STG 20) (N=11) | QUALITY ASSURANCE EVAL IJ (STG 33) (N=19) |
|-----------------------------------|--|--------------------------------------|---|---|---|--|
| | | Transcvrs Job (STG 195) (N=5) | Transm/Rcvrs Job (STG 100) (N=28) | | | |
| NUMBER IN CLUSTERS AND JOBS | 45 | | | 21 | 11 | 19 |
| PERCENT OF SAMPLE | 3% | | | 1% | 1% | 1% |
| PERCENT ASSIGNED OVERSEAS | 44% | | | 19% | 18% | 21% |
| <u>DAFSC DISTRIBUTION:</u> | | | | | | |
| 2E133 | 20% | 0% | 21% | 29% | 0% | 0% |
| 2E153 | 62% | 80% | 68% | 57% | 27% | 21% |
| 2E173 | 18% | 20% | 11% | 14% | 73% | 79% |
| <u>COMPONENT STATUS:</u> | | | | | | |
| PERCENT IN AD | 62% | 60% | 64% | 72% | 91% | 74% |
| PERCENT IN ANG | 27% | 40% | 25% | 14% | 0% | 26% |
| PERCENT IN AFRC | 11% | 0% | 11% | 14% | 9% | 0% |
| <u>GRADE</u> | | | | | | |
| E-2 to E-3 | 11% | 0% | 11% | 14% | 0% | 0% |
| E-4 | 38% | 40% | 39% | 33% | 0% | 0% |
| E-5 | 42% | 60% | 43% | 33% | 18% | 16% |
| E-6 | 7% | 0% | 7% | 14% | 18% | 26% |
| E-7 | 2% | 0% | 0% | 5% | 64% | 58% |
| AVG MONTHS TAFMS (AD) | 65 months | 90 months | 61 months | 86 months | 216 months | 211 months |
| PERCENT IN FIRST ENLISTMENT (AD) | 27% | 20% | 25% | 24% | 0% | 0% |
| PERCENT SUPERVISING | 16% | 20% | 11% | 24% | 73% | 37% |
| AVERAGE NUMBER OF TASKS PERFORMED | 20 | 7 | 23 | 26 | 14 | 35 |
| PREDOMINANT AD MAJCOM | PACAF | AETC | PACAF | AETC | AMC | ACC |

Comparison of Current Specialty Jobs to Previous Survey

[Table A17](#) – Specialty job comparisons between current and 1999 surveys:

- The most notable trend is the increase in personnel assigned to Personal Wireless Communications Systems (PWCS)/Installation Spectrum Management IJ and its responsibilities. The percentage has increased 5% (from 1% to 6%)
- There is a downward trend with personnel in the current study who are responsible for public address (PA) systems which is consistent with outsourcing initiatives
- There is an upward trend with personnel in the current study being assigned to deployment/contingency responsibilities
- On the surface, there appears to be a decrease in management responsibilities, but this is somewhat masked by the large contingent classified as NCOIC in the Ground Radio Maintenance Cluster
- The phasing out of component-level repair is evidenced by the absence of any ground radio in-shop cluster in this study

SKILL AND EXPERIENCE ANALYSIS

An analysis of DAFSC groups in conjunction with the analysis of the career ladder structure is an important part of each OSR. This information may be used to evaluate how well career ladder documents, such as AFMAN 36-2108, *Enlisted Classification*, reflect what career ladder personnel are actually doing in the field.

Total Sample

Jobs

[Table A18](#) – Distribution of skill-level members across career ladder clusters and jobs:

- Largest concentrations of AFSC 2E133 members employed in Airfield/Base Support Job, Missile Communications Maintenance IJ, and PA Systems IJ
- Workcenter Supervision Cluster has a large percentage (72%) of AFSC 2E153 members
- AFSC 2E173 members employed largely in supervisory roles such as Maintenance Support Supervision IJ and Superintendent IJ

- Specialized jobs, such as Quality Assurance Evaluation IJ and Deployment Planning IJ, employ 7-skill-level members almost exclusively

Duties

[Table A19](#) – Time spent on duties by members of skill-level groups:

- DAFSC 2E133 members spend more than half (52%) of their time in Duty A (Performing Communications-Electronics Equipment Maintenance) and a relatively high percentage of their time (9%) in Duty C (Installing and Maintaining Public Address Systems)
- DAFSC 2E153 members spend 35% of their time in Duty A with increases in training (9%) and supervisory (11%) responsibilities distinguishing their time spent relative to DAFSC 2E133 members
- DAFSC 2E173 members spend only 24% of their time in Duty A with an almost equal amount of time (22%) in Duty L (Performing Management and Supervisory Activities)

Active Duty

Duties

[Table A20](#) – Time spent on duties by AD members of skill-level groups:

- AD AFSC 2E133 members spend more than half (52%) of their time in Duty A (Performing Communications-Electronics Equipment Maintenance) and a relatively high percentage of their time (9%) in Duty C (Installing and Maintaining Public Address Systems)
- AD AFSC 2E133 members spend similar amounts of time on maintenance management, TO system activities, general supply, and mobility activities as 5- and 7-skill-level members
- AD AFSC 2E153 members spend 32% of their time in Duty A with increases in training (11%) and supervisory (14%) responsibilities distinguishing their time spent relative to their AD 3-skill-level counterparts
- AD 2E173 members spend notably less time (12%) in Duty A which is offset by a relatively high percentage job time (37%) spent in management and supervisory activities (Duty L)

- AD AFSC 2E173 members spend relatively more time in management and supervisory activities (37%) than DAFSC 2E173 members (22%) in the total sample

Tasks

[Table A21](#) – Tasks performed by AD AFSC 2E133 members:

- AD AFSC 2E133 members are heavily involved with AM equipment and airfield support-related tasks which is consistent with employment trends
- Roughly half of the AD AFSC 2E133 members are engaged in some aspect of PA systems support

[Table A22](#) – Tasks performed by AD AFSC 2E153 members:

- AD AFSC 2E153 members are also heavily involved with AM equipment-related taskings
- AD AFSC 2E153 members are distinguished by 64% of the members conducting OJT and related personnel support tasks
- AD AFSC 2E153 members are more involved with updating CAMS, whereas the 3-skill-level members tend to simply retrieve CAMS listings along with limited updating

[Table A23](#) – Tasks performed by AD AFSC 2E173 members:

- Heavy emphasis on supervisory and managerial activities distinguishes this skill level

Air National Guard

Duties

[Table A24](#) – Time spent on duties by ANG members of skill-level groups:

- ANG members at the 5- and 7-skill levels spend most of their time performing tasks in Duty A (Performing Communications-Electronics Equipment Maintenance)
- As a whole, the ANG members have little to no PWCS-related responsibilities
- ANG members spend the highest relative amount of their job time in mobility and initial installation-related responsibilities compared with their AD counterparts
- ANG members spend the least relative amount of their job time on PA systems-related responsibilities

Tasks

[Table A25](#) – Tasks performed by ANG AFSC 2E153 members:

- ANG AFSC 2E153 members are heavily involved with HF transceiver-related taskings and associated cabling work
- More than half of all ANG AFSC 2E153 members are employed in some form of mobile environment (e.g. set up or tear down mobile antenna systems)

[Table A26](#) – Tasks performed by ANG AFSC 2E173 members:

- A higher percentage of ANG AFSC 2E173 members are spending their job time in mobility-related responsibilities than ANG AFSC 2E153 members
- A notable increase in average number of tasks performed exists between ANG AFSC 2E173 members (106 tasks) and ANG AFSC 2E153 members (72 tasks)
- The percentage of ANG AFSC 2E173 members performing supervisory tasks is notably less than their AD and AFRC counterparts

Air Force Reserve Command

Duties

[Table A27](#) – Time spent on duties by AFRC members of skill-level groups:

- AFRC members at the 5- and 7-skill levels spend most of their time performing tasks in Duty A (Performing Communications-Electronics Equipment Maintenance)
- AFRC members at both skill levels share, almost equally, in the PA systems-related responsibilities
- Similar to the ANG, AFRC members spend little time in the specialized duty areas, such as missile communications systems maintenance and contract administration

Tasks

[Table A28](#) – Tasks performed by AFRC AFSC 2E153 members:

- AFRC AFSC 2E153 members perform a similar combination of tasks as their ANG counterparts
- AFRC AFSC 2E153 members place more emphasis on maintenance at the line replaceable unit (LRU) level

[Table A29](#) – Tasks performed by AFRC AFSC 2E173 members:

- AFRC AFSC 2E173 members perform more training and supervisory tasks than their ANG counterparts
- AFRC AFSC 2E173 members perform more mobility but less supervisory tasks than their AD counterparts

TRAINING ANALYSIS

Occupational survey data are a source of information that can assist in the development or evaluation of training programs for both entry-level and advanced members. In particular, the factors used to evaluate entry-level member training include the jobs that are being performed by first-enlistment personnel (1-48 months' TAFMS), the overall distribution of first-enlistment personnel across career ladder jobs, the percent of first-enlistment members who perform specific tasks, and ratings of relative training emphasis (TE) and task difficulty (TD). (TE and TD ratings are discussed in the [Task Factor Administration](#) section of this OSR.)

First-Enlistment Personnel (1–48 months' TAFMS)

N=171

Jobs

[Figure 2](#) – Distribution of first-enlistment personnel across specialty clusters and jobs:

- 70% of all first-enlistment AFSC 2E1X3 members are employed in the Ground Radio Maintenance Cluster
- 7% of all first-enlistment AFSC 2E1X3 members are employed in the Global HF Cluster
- 5% of all first-enlistment AFSC 2E1X3 members are employed in the PWCS/Installation Spectrum Management II

Duties

[Table A30](#) – Relative time spent on duties:

- First-enlistment AFSC 2E1X3 members spend the largest percentage of their time (54%) in Duty A (Performing Communications-Electronics Equipment Maintenance)

- First-enlistment AFSC 2E1X3 members spend 8% of their time in each of: Duty C (Installing and Maintaining Public Address Systems); Duty A (Performing Communications-Electronics Equipment Maintenance); and Duty G (Performing Maintenance Management Activities)
- The remaining time is distributed across the other duty areas

Tasks

[Table A31](#) – Representative tasks performed:

- Maintenance related to AM equipment, HF transceivers, and PA systems comprises the majority of tasks performed by AFSC 2E1X3 first-enlistment members
- Also of note are tasks related to antenna couplers and communications systems

Equipment

[Table A32](#) – Test equipment used or operated:

- There exists a high level of common test equipment usage across AFSC 2E1X3 first-enlistment members (e.g., digital multimeters 89%, dummy loads 87%, etc.)

[Table A33](#) – Amplifiers, receivers, transceivers, and exciters operated or maintained:

- Roughly half of all AFSC 2E1X3 first-enlistment members operate or maintain the following: AN/GRR-23 and AN/GRR-24 receivers; AN/GRC-211 and AN/GRC-171B transceivers; and AN/GRT-21 exciters
- The most commonly operated or maintained amplifier across AFSC 2E1X3 first-enlistment members is the AM-7223 amplifier (32%)

[Table A34](#) – Antennas and antenna couplers operated or maintained:

- AN/GRA-4 antennas are the most widely used antennas among AFSC 2E1X3 first-enlistment members (33%)
- CU-547 UHF antenna couplers are the most widely used antenna couplers among AFSC 2E1X3 first-enlistment members (39%)

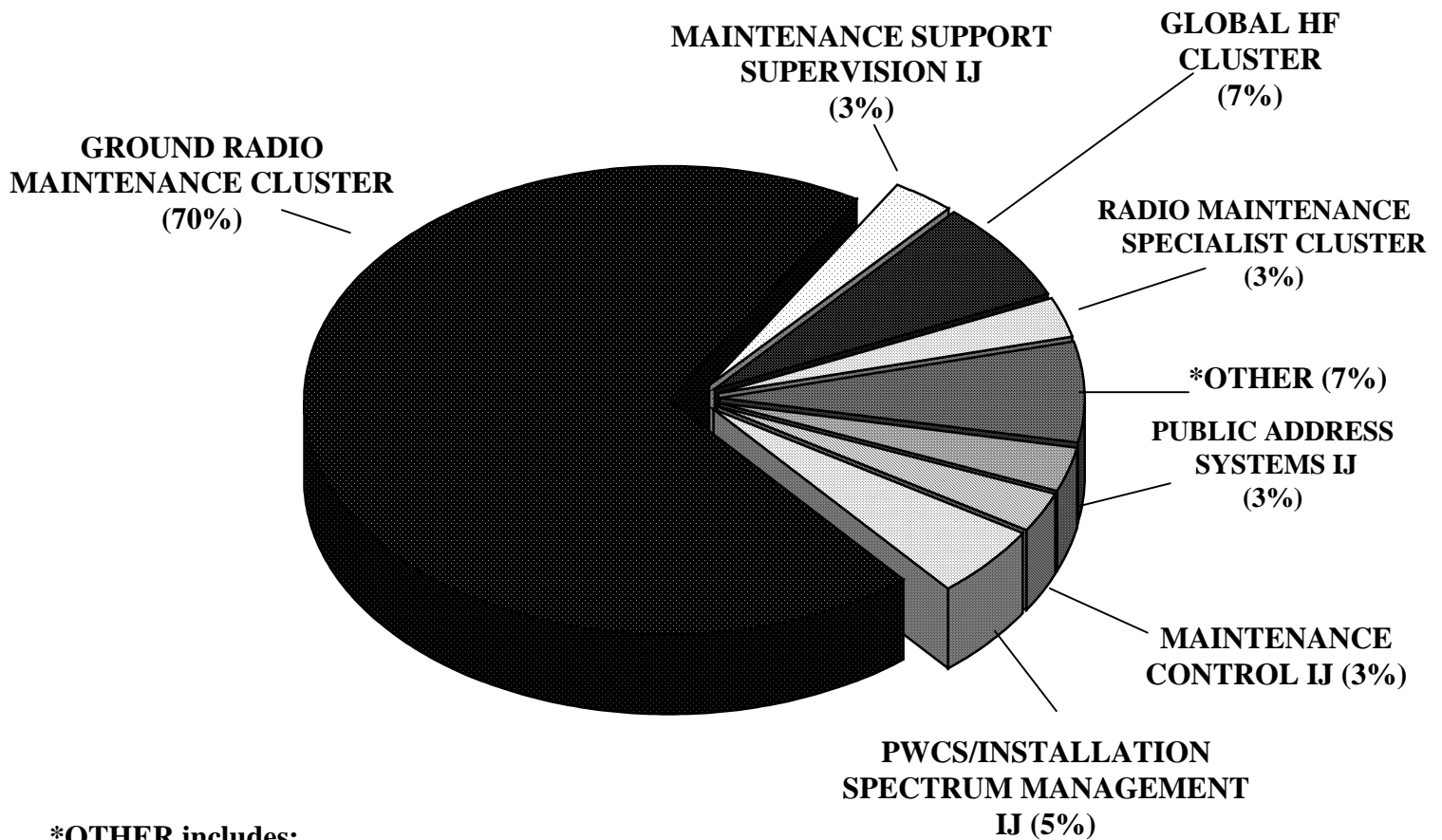
[Table A35](#) – Tests sets, telephones, and PWCS equipment operated or maintained:

- Handheld portable radios are used by 42% of all AFSC 2E1X3 first-enlistment members
- AN/GRM-115 radio test sets are used by 32% of all AFSC 2E1X3 first-enlistment members

[Table A36](#) – Communications systems and miscellaneous equipment operated or maintained:

- Patch panels are operated or maintained by roughly half (47%) of all AFSC 2E1X3 first-enlistment members

**DISTRIBUTION OF AFSC 2E1X3 FIRST-ENLISTMENT
PERSONNEL ACROSS SPECIALTY JOBS
(N=171)**



***OTHER includes:**

- MISSILE COMMUNICATIONS MAINTENANCE IJ (2%)
- WORKCENTER SUPERVISION CLUSTER (2%)
- MOBILITY IJ (2%)
- NOT GROUPED (<1%)

FIGURE 2

Task Factor Surveys

Job descriptions alone do not provide sufficient data for making decisions about career ladder documents or training programs. Task factor information, along with data from the course training standard (CTS) is needed for a complete analysis of the career ladder. To obtain the needed task factor data, selected DAFSC 2E1X3 members (generally E-6 or E-7 craftsmen) completed either a training emphasis (TE) or task difficulty (TD) survey. These training documents were reviewed by matching survey tasks to CTS elements, then examining task performance, TE, and TD data for the matched tasks.

Task Factor Administration

TE and TD data can help training development personnel decide which tasks to emphasize for entry-level, structured training (resident technical schools, field training detachments, mobile training teams, formal OJT, or any other organized training method). For example, tasks receiving high TE and TD ratings generally warrant resident training if they are also performed by a moderate-to-high percentage of first-enlistment members. Tasks receiving high TE and/or TD ratings but being performed by relatively low percentages of first-enlistment members may be more appropriately planned for structured OJT programs within the career ladder. Low TE and/or TD ratings may highlight tasks best omitted from training for new personnel. These task factors are, of course, not the only ones to weigh in making training decisions; the percentages of personnel performing the tasks, command concerns, the criticality of the tasks, and other important factors must also be carefully considered.

Training Emphasis (TE) — degree of emphasis that should be placed on each task for structured training of entry-level members:

- Eighty-two DAFSC 2E1X3 senior noncommissioned officers (NCOs) rated tasks in the inventory on a scale from 0 (no training required) to 9 (extremely high training emphasis)
- Average TE rating was 2.42 with a standard deviation of 1.43
 - If a task has a TE rating at least one standard deviation above the mean, that is, of at least 3.85, it is probably important to provide new personnel with formal training on that task

[Table A37](#) – Tasks with highest TE ratings:

- All tasks contained in [Table A37](#) are derivative of Duty A (Performing Communications-Electronics Equipment Maintenance) and represent the heart of a DAFSC 2E1X3 member's responsibilities (i.e., operationally checking, aligning, and troubleshooting)
- Equipment-related tasks are too varied to isolate a specific type

Task Difficulty (TD) — amount of time needed to learn to perform that task satisfactorily:

- Seventy-seven DAFSC 2E1X3 senior NCOs rated the difficulty of tasks in the inventory using a scale from 1 (extremely low difficulty) to 9 (extremely high difficulty)
- TD ratings are normally adjusted so that tasks of average difficulty have a value of 5.00 and a standard deviation of 1.00
 - Any task with a difficulty of 6.00 or greater is therefore considered difficult to learn

[Table A38](#) – Tasks with highest TD ratings:

- Also lists percent members performing these tasks by groups of 1-48 months' TAFMS, as well as members of the 3-, 5-, and 7-skill-level groups
- Unlike tasks with high TE ratings, many tasks with high TD ratings have low percent members performing
 - This pattern is typical across many career fields because relatively few members perform the most difficult tasks
- Tasks related to PWCS/Installation Spectrum Management, Quality Assurance Evaluation, and Missile Communications Jobs are the most predominant on this listing
- Tasks related to maintenance work at the line replaceable unit (LRU) level are also predominant on this listing

Automated Training Indicators (ATIs)

To assist training development personnel, the AFOMS developed a computer program that incorporates these secondary factors and the percentage of first-enlistment personnel performing each task to produce an automated training indicator (ATI) for each task. ATIs correspond to training decisions listed and defined in the Training Decision Logic Table found in Attachment 2, AETC 36-3601. ATIs allow training developers to quickly focus attention on those basic tasks, which are most likely to qualify for resident training.

Various lists of tasks, accompanied by TE and TD ratings, and where appropriate, ATI information, are contained in the Training Extract package and should be reviewed in detail by technical school personnel. (For more detailed explanation of TE and TD ratings, see [Task Factor Administration](#) in the **SURVEY METHODOLOGY** section of this report).

Course Training Standard (CTS) Analysis

Technical school personnel from the 338th Training Squadron (338 TRS), Keesler AFB MS, matched JI tasks to CTS items. Per AETCI 36-2601, dated 14 July 1999, CTS elements that are performed by at least 20% of members in appropriate skill-level groups [particularly first-job (1-24 months' TAFMS) members and first-enlistment (1-48 months' TAFMS) members] should be included in the CTS. Of course, these are not the only criteria for inclusion in the CTS, and other rational considerations may argue against inclusion. Likewise, proficiency-coded elements matched to tasks with less than 20% performing in first-job and first-enlistment groups should be closely reviewed by subject-matter experts for possible deletion from the CTS, unless other considerations (such as mission criticality or criticality to a particular MAJCOM) argue for inclusion of these "unsupported items." As stated above, several tasks not referenced to the CTS with at least 20% of the first-job or first-enlistment members performing should be reviewed by training personnel for possible addition to the CTS.

[Table A39](#) – Examples of CTS elements not supported by survey data (less than 20%):

- The content of the CTS is fully supported by the survey data with the exception of fiber-optic-related material

[Table A40](#) – Examples of tasks not referenced to CTS elements with 20% or more members performing:

- A complete listing of tasks not referenced to the CTS can be found at the end of the CTS report in training extract; these tasks should be reviewed for possible addition to CTS
- Prominent tasks include PA systems and CAMS-related responsibilities

ANALYSIS OF MAJCOMS

[Table A41](#) – Time spent on duties by MAJCOM groups:

- Tasks and background data for personnel of the 12 MAJCOMs with the largest AFSC 2E1X3 populations were compared to determine whether job content varied as a function of command assignment
- Duty A (Performing Communications-Electronics Equipment Maintenance) – ANG (40%), AFSOC (39%), and AFRC (35%) have largest percentages of percent members performing
- Duty B (Performing PWCS and Installation Spectrum Management Activities) – AMC (8%) and AFSPC (8%) have largest weighting; AFC4A and AIA have the lowest (1%)

- Duty C (Installing and Maintaining Public Address Systems) – AFRC (8%) and AMC (7%) have largest weighting; AFC4A (0%) and AFSPC (<1%) have the lowest
- Duty E (Performing Initial Ground Radio Equipment Installations) – AFC4A (17%) and ANG (12%) have the largest percentage of percent members performing
- Duty F (Performing Contract Administration Activities) – AFSPC (8%) has largest weighting
- Duty J (Performing Mobility and Contingency Activities) - AFSOC (18%), ANG (15%), and AFRC (13%) have largest weighting; AETC and AFSPC have the lowest percentage of members performing (2%)
- Duty L (Performing Management and Supervisory Activities) – AFC4A (41%) has largest weighting; ANG (7%) and AFSOC (10%) have the lowest percentage of members performing

JOB SATISFACTION ANALYSIS

An examination of job satisfaction indicators can give career ladder managers a better understanding of factors that may affect the job performance of career ladder airmen. The survey included attitude questions covering job interest, perceived utilization of talents and training, sense of accomplishment from work, and reenlistment intentions.

Job Satisfaction

Overall = Good

[Table A42](#) – Comparative job satisfaction data between the current AFSC 2E1X3 OSR data and members from similar AFSCs surveyed in the previous 12 months:

- Overall, both groups align closely with the exception of measurably lower job interest ratings for second-enlistment members and career airmen AFSC 2E1X3 members relative to the comparative sample
- Reenlistment intentions for AD AFSC 2E1X3 members across all enlistment groups versus the comparative sample are almost identical

[Table A43](#) – Comparative job satisfaction data for the current and 1999 AFSC 2E1X3 surveys:

- Overall, there is considerable parity between the current and 1999 studies

- Both first- and second-term AFSC 2E1X3 members are slightly less satisfied with their sense of accomplishment from their job, yet both groups have higher reenlistment intentions than the previous study
- Both second-term and career AFSC 2E1X3 members have a much greater perceived use of their training than their counterparts in the previous study

[Table A44](#) – Job satisfaction data by job groups (identified in **AFSC 2E1X3 SPECIALTY JOB STRUCTURE** section of this report):

- Ground Radio Maintenance Cluster (54% of sample) – reasonably good levels of satisfaction across all measures with a 65% likelihood of reenlisting
- Maintenance Support Supervision IJ, Missile Communications Maintenance IJ, and Instruction Job (in the Training Cluster) – relatively high job interest and sense of accomplishment from job
- Installation Job and Air Control and Warning Jobs (both within the Ground Radio Maintenance Cluster) – highest levels of job interest
- Transmitters/Receivers Job (within the Global HF Cluster) – lowest reenlistment intentions compared to all other jobs and clusters (50%)
- Superintendent IJ – largely dissatisfied across most job satisfaction indices

[Table A45](#) – Job satisfaction data for the AD, ANG, and AFRC members:

- 60% of all AD AFSC 2E1X3 members expressed positive reenlistment intentions
- ANG AFSC 2E1X3 members expressed higher job interest and a higher sense of accomplishment from their jobs than the AD and AFRC members
- AFRC AFSC 2E1X3 members expressed higher perceived use of talents and higher perceived use of training than the AD and AFRC members

RETENTION DIMENSIONS

Occupational surveys also routinely collect information about factors that affect reenlistment and separation decisions. That is, respondents who say that they are likely to reenlist at the end of their present term (and those not eligible for retirement) are asked to indicate whether any of 31 different factors will have an effect on their intended decision and, if so, the degree to which each factor may influence their decision to reenlist. Respondents who indicate that they are likely to separate at the end of their present term (and those not eligible for retirement) are asked

to indicate whether any of 31 different factors will have an effect on their intended decision and, if so, the degree to which each factor may influence their decision to separate. The degree is indicated on a 3-point scale ranging from “slight influence” to “strong influence.”

Reenlistment

[Table A46](#) – Lists the 31 factors in the order they appeared in the survey. The percent selecting each factor and the average rating for each factor by TAFMS group based on how much each factor may influence their decision to reenlist are also shown:

- Top 5 reasons members may choose to reenlist based on the highest percentages selecting each factor are listed below [Table A46](#)
 - A common thread across all TAFMS groups is job security and military lifestyle
 - First-term AFSC 2E1X3 members selected military-related education and training opportunities and medical/dental care for AD members as their second and third ranked factors
 - Second-term AFSC 2E1X3 members align closely with their more junior counterparts with the notable exception: retirement benefits
 - Career AFSC 2E1X3 members ranked retirement benefits as their top reenlistment factor

Separation

[Table A47](#) – Displays the percentage of the members for each TAFMS group indicating that their plans to separate may be influenced by each factor as well as the average ratings by TAFMS group for the 31 factors based on the influence each factor may have on the respondents' decisions to separate:

- Top 5 reasons members in each TAFMS group may choose to separate based on the highest percentages selecting each factor are listed below [Table A47](#)
 - The top three reasons for the first- and second-term AFSC 2E1X3 members were the same, namely military lifestyle, pay and allowances, and civilian job opportunities
 - The top three reasons for the career AFSC 2E1X3 members differed slightly with bonus or special pay taking precedence over civilian job opportunities

WRITE-IN COMMENTS

When there are serious problems in a career ladder, survey respondents are usually quite free with write-in comments to complain about perceived problems in the field. A total of 17 comments were received from survey respondents, which represents less than 1% of the survey sample. No major deficiencies were evident. The majority of the comments suggested areas for further training which included electrostatic discharge, portable PA systems, VIASAT transfers, PSC-5, PRC-117F radios, and LMR management.

APPENDIX

TABLES A1 TO A47 ARE REFERENCED WITHIN THE BODY OF THE OSR

TABLE A1

**REPRESENTATIVE TASKS PERFORMED BY MEMBERS IN THE
MAINTENANCE CONTROL IJ
(N=40)**

| TASKS | AVERAGE NUMBER OF TASKS PERFORMED = 78 | PERCENT MEMBERS PERFORMING |
|--------------|--|---|
| G0268 | Retrieve CAMS listings or reports | 88 |
| G0270 | Review preventive maintenance schedules | 88 |
| G0272 | Update maintenance data collection (MDC) data in CAMS | 70 |
| G0266 | Input equipment status reporting (ESR) data | 70 |
| G0269 | Review maintenance records | 70 |
| G0274 | Verify accuracy of CAMS daily inputs | 70 |
| G0260 | Coordinate repair actions with maintenance workcenters or contractors | 65 |
| G0258 | Analyze core automated maintenance system (CAMS) data | 62 |
| G0273 | Update personnel data files in CAMS | 58 |
| G0264 | Initiate or annotate maintenance records | 55 |
| G0271 | Update historical reports in CAMS | 55 |
| K0373 | Update workcenter training records in CAMS | 50 |
| H0284 | Initiate or maintain standby rosters or workcenter pyramid recall rosters | 48 |
| I0296 | Coordinate maintenance of equipment with external agencies | 48 |
| G0259 | Coordinate equipment cannibalization with maintenance workcenters | 48 |
| K0368 | Maintain training records or files | 42 |
| K0356 | Conduct on-the-job training (OJT) | 42 |
| H0275 | Compile data for records, reports, logs, or trend analyses | 38 |
| H0290 | Maintain or update equipment or vehicle status indicators such as boards, graphs, or charts | 35 |
| K0372 | Review CAMS training reports, such as training visibility ledgers | 32 |
| H0286 | Maintain administrative files | 32 |
| G0257 | Adjust daily maintenance plans to meet operational commitments | 30 |
| J0313 | Don or doff chemical warfare personal protective | 30 |
| I0303 | Maintain documentation on items requiring periodic inspections or Calibrations | 28 |
| L0378 | Conduct general meetings, such as staff meetings, briefings, conferences, or workshops | 25 |
| H0295 | Write minutes of briefings, conferences, or meetings | 25 |
| K0371 | Prepare job qualification standards (JQSs) | 25 |
| L0384 | Counsel subordinates concerning personal matters | 25 |
| L0407 | Inspect personnel for compliance with military standards | 22 |

TABLE A2

REPRESENTATIVE TASKS PERFORMED BY MEMBERS IN THE
TRAINING CLUSTER
(N=37)

| TASKS | AVERAGE NUMBER OF TASKS PERFORMED = 35 | PERCENT MEMBERS PERFORMING |
|--------------|---|---|
| K0365 | Evaluate progress of trainees | 86 |
| K0357 | Counsel trainees on training progress | 84 |
| K0368 | Maintain training records or files | 84 |
| K0370 | Perform task certifications | 73 |
| K0358 | Determine training requirements | 59 |
| K0356 | Conduct on-the-job training (OJT) | 57 |
| K0360 | Develop training programs, plans, or procedures | 57 |
| I0301 | Inventory equipment, tools, parts, or supplies | 57 |
| K0362 | Develop or procure training materials or aids | 51 |
| K0353 | Brief personnel concerning training programs or matters | 51 |
| A0015 | Align HF transceivers | 51 |
| K0352 | Administer or score tests | 49 |
| L0407 | Inspect personnel for compliance with military standards | 49 |
| A0045 | Operationally check HF transceivers | 49 |
| A0070 | Perform HF transceiver PMIs | 46 |
| K0369 | Manage personnel upgrade training programs | 43 |
| A0114 | Troubleshoot HF transceivers | 43 |
| K0355 | Conduct formal course classroom training | 41 |
| K0364 | Evaluate effectiveness of training programs, plans, or procedures | 41 |
| A0028 | Operationally check AM equipment | 41 |
| K0367 | Inspect training materials or aids for operation or suitability | 38 |
| L0402 | Evaluate personnel for compliance with performance standards | 38 |
| A0053 | Perform AM equipment preventive maintenance inspections (PMIs) | 38 |
| A0001 | Align amplitude modulation (AM) equipment | 38 |
| A0101 | Troubleshoot AM equipment | 38 |
| I0298 | Evaluate serviceability of equipment, tools, parts, or supplies | 35 |
| K0359 | Develop formal course curricula, plans of instruction (POIs), or specialty training standards (STSs) | 32 |
| K0361 | Develop written tests | 32 |
| K0354 | Complete trainee entry or withdrawal forms | 32 |
| I0299 | Identify and report equipment or supply problems | 32 |
| K0373 | Update workcenter training records in CAMS | 30 |
| K0363 | Establish or maintain study reference files | 30 |
| G0270 | Review preventive maintenance schedules | 30 |

TABLE A2a

**REPRESENTATIVE TASKS PERFORMED BY MEMBERS IN THE
TRAINING MANAGEMENT JOB
(N=7)**

| TASKS | AVERAGE NUMBER OF TASKS PERFORMED = 27 | PERCENT MEMBERS PERFORMING |
|--------------|---|---|
| K0368 | Maintain training records or files | 100 |
| K0373 | Update workcenter training records in CAMS | 100 |
| K0372 | Review CAMS training reports, such as training visibility ledgers | 100 |
| K0369 | Manage personnel upgrade training programs | 71 |
| K0365 | Evaluate progress of trainees | 71 |
| K0371 | Prepare job qualification standards (JQSs) | 71 |
| K0370 | Perform task certifications | 71 |
| K0357 | Counsel trainees on training progress | 57 |
| K0358 | Determine training requirements | 57 |
| K0360 | Develop training programs, plans, or procedures | 57 |
| K0356 | Conduct on-the-job training (OJT) | 57 |
| G0273 | Update personnel data files in CAMS | 57 |
| K0353 | Brief personnel concerning training programs or matters | 43 |
| G0258 | Analyze core automated maintenance system (CAMS) data | 43 |
| K0364 | Evaluate effectiveness of training programs, plans, or procedures | 43 |
| G0268 | Retrieve CAMS listings or reports | 43 |
| G0272 | Update maintenance data collection (MDC) data in CAMS | 43 |
| K0359 | Develop formal course curricula, plans of instruction (POIs), or specialty training standards (STSs) | 29 |
| A0045 | Operationally check HF transceivers | 29 |
| K0374 | Write training reports | 29 |
| K0362 | Develop or procure training materials or aids | 29 |
| A0047 | Operationally check HF receivers | 29 |
| L0383 | Conduct supervisory performance feedback sessions | 29 |
| E0200 | Install cabling, such as running or routing | 29 |
| A0070 | Perform HF transceiver PMIs | 29 |
| A0114 | Troubleshoot HF transceivers | 29 |
| K0366 | Evaluate training methods or techniques of instructors | 29 |
| G0274 | Verify accuracy of CAMS daily inputs | 29 |
| H0275 | Compile data for records, reports, logs, or trend analyses | 29 |
| K0361 | Develop written tests | 14 |
| G0259 | Coordinate equipment cannibalization with maintenance workcenters | 14 |
| L0377 | Assign sponsors for newly assigned personnel | 14 |

TABLE A2b

REPRESENTATIVE TASKS PERFORMED BY MEMBERS IN THE
INSTRUCTION JOB
(N=24)

| TASKS <i>AVERAGE NUMBER OF TASKS PERFORMED = 37</i> | | PERCENT MEMBERS PERFORMING |
|---|--|----------------------------------|
| K0365 | Evaluate progress of trainees | 100 |
| K0357 | Counsel trainees on training progress | 96 |
| K0368 | Maintain training records or files | 88 |
| K0370 | Perform task certifications | 83 |
| K0352 | Administer or score tests | 71 |
| K0360 | Develop training programs, plans, or procedures | 67 |
| K0362 | Develop or procure training materials or aids | 67 |
| K0355 | Conduct formal course classroom training | 62 |
| L0407 | Inspect personnel for compliance with military standards | 62 |
| A0028 | Operationally check AM equipment | 62 |
| I0301 | Inventory equipment, tools, parts, or supplies | 62 |
| A0053 | Perform AM equipment preventive maintenance inspections (PMIs) | 58 |
| K0358 | Determine training requirements | 58 |
| K0353 | Brief personnel concerning training programs or matters | 58 |
| A0101 | Troubleshoot AM equipment | 58 |
| A0045 | Operationally check HF transceivers | 58 |
| A0015 | Align HF transceivers | 58 |
| K0367 | Inspect training materials or aids for operation or suitability | 54 |
| A0001 | Align amplitude modulation (AM) equipment | 54 |
| K0364 | Evaluate effectiveness of training programs, plans, or procedures | 50 |
| A0114 | Troubleshoot HF transceivers | 50 |
| L0402 | Evaluate personnel for compliance with performance standards | 46 |
| K0356 | Conduct on-the-job training (OJT) | 46 |
| K0361 | Develop written tests | 46 |
| K0369 | Manage personnel upgrade training programs | 46 |
| A0070 | Perform HF transceiver PMIs | 46 |
| K0359 | Develop formal course curricula, plans of instruction (POIs), or specialty training standards (STSs) | 42 |
| K0363 | Establish or maintain study reference files | 42 |
| I0298 | Evaluate serviceability of equipment, tools, parts, or supplies | 42 |
| K0354 | Complete trainee entry or withdrawal forms | 42 |
| L0408 | Interpret policies, directives, or procedures for subordinates | 38 |
| I0299 | Identify and report equipment or supply problems | 38 |
| L0384 | Counsel subordinates concerning personal matters | 33 |

TABLE A3

REPRESENTATIVE TASKS PERFORMED BY MEMBERS IN THE
MAINTENANCE SUPPORT EVALUATION II
(N=161)

| TASKS | <i>AVERAGE NUMBER OF TASKS PERFORMED = 35</i> | PERCENT MEMBERS PERFORMING |
|-------|--|----------------------------------|
| L0415 | Write inspection reports | 88 |
| L0402 | Evaluate personnel for compliance with performance standards | 83 |
| L0381 | Conduct staff assistance visits, inspections, or audits | 83 |
| L0380 | Conduct self-inspections or self-assessments | 79 |
| L0401 | Evaluate maintenance or utilization of equipment, tools, parts, supplies, or workspace | 74 |
| G0269 | Review maintenance records | 71 |
| G0270 | Review preventive maintenance schedules | 71 |
| L0399 | Evaluate inspection report findings or inspection procedures | 67 |
| G0268 | Retrieve CAMS listings or reports | 67 |
| H0278 | Establish or maintain Technical Order Distribution Office (TODO) Systems | 64 |
| K0364 | Evaluate effectiveness of training programs, plans, or procedures | 62 |
| K0372 | Review CAMS training reports, such as training visibility ledgers | 62 |
| H0289 | Maintain TO libraries | 60 |
| G0258 | Analyze core automated maintenance system (CAMS) data | 60 |
| H0275 | Compile data for records, reports, logs, or trend analyses | 57 |
| H0294 | Review TO changes | 57 |
| L0400 | Evaluate job hazards or compliance with Air Force Occupational Safety and Health (AFOSH) program | 55 |
| H0293 | Process TO deficiency reports | 55 |
| L0421 | Write replies to inspection reports | 50 |
| L0379 | Conduct safety inspections of equipment or facilities | 50 |
| I0298 | Evaluate serviceability of equipment, tools, parts, or supplies | 48 |
| H0288 | Maintain TCTOs or FCOs | 48 |
| G0262 | Identify problem areas, other than equipment or supply, using deficiency, service, or status reports, | 48 |
| L0407 | Inspect personnel for compliance with military standards | 45 |
| K0368 | Maintain training records or files | 45 |
| L0389 | Develop self-inspection or self-assessment program checklists | 43 |
| L0378 | Conduct general meetings, such as staff meetings, briefings, conferences, or workshops | 43 |

TABLE A4

REPRESENTATIVE TASKS PERFORMED BY MEMBERS IN THE
MAINTENANCE SUPPORT SUPERVISION IJ
(N=161)

| TASKS <i>AVERAGE NUMBER OF TASKS PERFORMED = 74</i> | | PERCENT MEMBERS PERFORMING |
|---|---|----------------------------------|
| L0384 | Counsel subordinates concerning personal matters | 93 |
| L0417 | Write recommendations for awards or decorations | 91 |
| L0407 | Inspect personnel for compliance with military standards | 88 |
| L0383 | Conduct supervisory performance feedback sessions | 88 |
| L0408 | Interpret policies, directives, or procedures for subordinates | 86 |
| L0380 | Conduct self-inspections or self-assessments | 86 |
| L0402 | Evaluate personnel for compliance with performance standards | 85 |
| L0386 | Determine or establish work assignments or priorities | 84 |
| L0397 | Establish performance standards for subordinates | 84 |
| L0420 | Write or indorse military performance reports | 83 |
| L0382 | Conduct supervisory orientations for newly assigned personnel | 83 |
| L0414 | Schedule personnel for TDY assignments, leaves, or passes | 80 |
| L0421 | Write replies to inspection reports | 78 |
| K0372 | Review CAMS training reports, such as training visibility ledgers | 78 |
| L0378 | Conduct general meetings, such as staff meetings, briefings, conferences, or workshops | 76 |
| L0399 | Evaluate inspection report findings or inspection procedures | 76 |
| L0403 | Evaluate personnel for promotion, demotion, reclassification, or special awards | 76 |
| L0392 | Develop or establish work schedules | 76 |
| K0365 | Evaluate progress of trainees | 75 |
| L0376 | Assign personnel to work areas or duty positions | 74 |
| K0357 | Counsel trainees on training progress | 72 |
| L0385 | Determine or establish logistics requirements, such as personnel, equipment, tools, parts, supplies, or workspace | 71 |
| K0368 | Maintain training records or files | 70 |
| K0358 | Determine training requirements | 70 |
| K0353 | Brief personnel concerning training programs or matters | 68 |
| L0400 | Evaluate job hazards or compliance with Air Force Occupational Safety and Health (AFOSH) program | 67 |
| K0364 | Evaluate effectiveness of training programs, plans, or procedures | 62 |

TABLE A5

REPRESENTATIVE TASKS PERFORMED BY MEMBERS IN THE
WORKCENTER SUPERVISION CLUSTER
(N=32)

| TASKS <i>AVERAGE NUMBER OF TASKS PERFORMED = 80</i> | | PERCENT MEMBERS PERFORMING |
|---|--|----------------------------------|
| G0270 | Review preventive maintenance schedules | 97 |
| G0272 | Update maintenance data collection (MDC) data in CAMS | 94 |
| G0269 | Review maintenance records | 91 |
| G0273 | Update personnel data files in CAMS | 88 |
| G0268 | Retrieve CAMS listings or reports | 84 |
| K0373 | Update workcenter training records in CAMS | 84 |
| K0365 | Evaluate progress of trainees | 84 |
| K0368 | Maintain training records or files | 81 |
| K0357 | Counsel trainees on training progress | 81 |
| G0274 | Verify accuracy of CAMS daily inputs | 78 |
| K0372 | Review CAMS training reports, such as training visibility ledgers | 78 |
| K0356 | Conduct on-the-job training (OJT) | 78 |
| K0370 | Perform task certifications | 75 |
| G0271 | Update historical reports in CAMS | 75 |
| K0369 | Manage personnel upgrade training programs | 69 |
| L0384 | Counsel subordinates concerning personal matters | 69 |
| L0417 | Write recommendations for awards or decorations | 69 |
| A0031 | Operationally check antenna couplers | 69 |
| K0358 | Determine training requirements | 66 |
| G0258 | Analyze core automated maintenance system (CAMS) data | 59 |
| A0053 | Perform AM equipment preventive maintenance inspections (PMIs) | 59 |
| L0402 | Evaluate personnel for compliance with performance standards | 59 |
| A0101 | Troubleshoot AM equipment | 59 |
| I0301 | Inventory equipment, tools, parts, or supplies | 59 |
| A0055 | Perform antenna coupler PMIs | 59 |
| A0033 | Operationally check communications cables | 59 |
| A0125 | Troubleshoot and repair communications cables | 59 |
| L0400 | Evaluate job hazards or compliance with Air Force Occupational Safety and Health (AFOSH) program | 56 |
| L0379 | Conduct safety inspections of equipment or facilities | 56 |
| A0025 | Fabricate communications cables | 56 |
| L0420 | Write or indorse military performance reports | 53 |
| L0383 | Conduct supervisory performance feedback sessions | 53 |

TABLE A5a

REPRESENTATIVE TASKS PERFORMED BY MEMBERS IN THE
AIRFIELD SUPPORT JOB
(N=16)

| TASKS | AVERAGE NUMBER OF TASKS PERFORMED = 63 | PERCENT MEMBERS PERFORMING |
|--------------|---|-----------------------------------|
| G0270 | Review preventive maintenance schedules | 100 |
| G0268 | Retrieve CAMS listings or reports | 100 |
| G0272 | Update maintenance data collection (MDC) data in CAMS | 100 |
| G0269 | Review maintenance records | 100 |
| K0373 | Update workcenter training records in CAMS | 94 |
| K0365 | Evaluate progress of trainees | 94 |
| G0273 | Update personnel data files in CAMS | 88 |
| K0357 | Counsel trainees on training progress | 88 |
| K0370 | Perform task certifications | 88 |
| K0368 | Maintain training records or files | 81 |
| K0372 | Review CAMS training reports, such as training visibility ledgers | 81 |
| G0274 | Verify accuracy of CAMS daily inputs | 81 |
| K0356 | Conduct on-the-job training (OJT) | 81 |
| A0053 | Perform AM equipment preventive maintenance inspections (PMIs) | 69 |
| K0369 | Manage personnel upgrade training programs | 69 |
| G0271 | Update historical reports in CAMS | 62 |
| L0384 | Counsel subordinates concerning personal matters | 62 |
| A0070 | Perform HF transceiver PMIs | 62 |
| K0360 | Develop training programs, plans, or procedures | 56 |
| K0358 | Determine training requirements | 56 |
| L0402 | Evaluate personnel for compliance with performance standards | 56 |
| A0101 | Troubleshoot AM equipment | 56 |
| L0376 | Assign personnel to work areas or duty positions | 56 |
| A0045 | Operationally check HF transceivers | 56 |
| A0055 | Perform antenna coupler PMIs | 56 |
| K0371 | Prepare job qualification standards (JQSs) | 50 |
| G0264 | Initiate or annotate maintenance records | 50 |
| K0353 | Brief personnel concerning training programs or matters | 50 |
| J0322 | Lay electrical or communications cables | 50 |
| L0380 | Conduct self-inspections or self-assessments | 50 |
| L0379 | Conduct safety inspections of equipment or facilities | 50 |
| G0258 | Analyze core automated maintenance system (CAMS) data | 44 |

TABLE A5b

REPRESENTATIVE TASKS PERFORMED BY MEMBERS IN THE
MISSILE COMMUNICATIONS JOB
(N=16)

| TASKS | AVERAGE NUMBER OF TASKS PERFORMED = 80 | PERCENT MEMBERS PERFORMING |
|--------------|---|---|
| L0417 | Write recommendations for awards or decorations | 100 |
| D0179 | Troubleshoot hardened UHF communications systems | 100 |
| G0270 | Review preventive maintenance schedules | 94 |
| G0272 | Update maintenance data collection (MDC) data in CAMS | 88 |
| G0273 | Update personnel data files in CAMS | 88 |
| G0271 | Update historical reports in CAMS | 88 |
| D0173 | Perform hardened UHF communications system PMIs | 88 |
| D0170 | Operationally check hardened UHF communications systems | 88 |
| G0269 | Review maintenance records | 81 |
| K0368 | Maintain training records or files | 81 |
| D0166 | Align hardened ultra high frequency (UHF) communications systems | 81 |
| D0183 | Troubleshoot and repair hardened UHF communications system LRUs to circuit card level | 81 |
| D0182 | Troubleshoot and repair hardened UHF communications system LRU cards to component level | 81 |
| I0301 | Inventory equipment, tools, parts, or supplies | 81 |
| G0274 | Verify accuracy of CAMS daily inputs | 75 |
| K0356 | Conduct on-the-job training (OJT) | 75 |
| K0357 | Counsel trainees on training progress | 75 |
| K0358 | Determine training requirements | 75 |
| K0373 | Update workcenter training records in CAMS | 75 |
| K0365 | Evaluate progress of trainees | 75 |
| G0258 | Analyze core automated maintenance system (CAMS) data | 75 |
| K0372 | Review CAMS training reports, such as training visibility ledgers | 75 |
| L0384 | Counsel subordinates concerning personal matters | 75 |
| L0420 | Write or indorse military performance reports | 69 |
| G0268 | Retrieve CAMS listings or reports | 69 |
| K0369 | Manage personnel upgrade training programs | 69 |
| G0267 | Maintain due-in-from-maintenance (DIFM) transaction reports | 69 |
| L0400 | Evaluate job hazards or compliance with Air Force Occupational Safety and Health (AFOSH) program | 69 |
| L0402 | Evaluate personnel for compliance with performance standards | 62 |
| K0370 | Perform task certifications | 62 |
| L0415 | Write inspection reports | 56 |

TABLE A6

REPRESENTATIVE TASKS PERFORMED BY MEMBERS IN THE
DEPLOYMENT PLANNING IJ
(N=7)

| TASKS | <i>AVERAGE NUMBER OF TASKS PERFORMED = 42</i> | PERCENT MEMBERS PERFORMING |
|-------|---|----------------------------------|
| L0392 | Develop or establish work schedules | 100 |
| L0408 | Interpret policies, directives, or procedures for subordinates | 86 |
| L0414 | Schedule personnel for TDY assignments, leaves, or passes | 86 |
| L0386 | Determine or establish work assignments or priorities | 86 |
| H0284 | Initiate or maintain standby rosters or workcenter pyramid recall rosters | 86 |
| H0285 | Inventory classified materials or documents | 86 |
| L0383 | Conduct supervisory performance feedback sessions | 86 |
| K0360 | Develop training programs, plans, or procedures | 86 |
| H0292 | Prepare administrative or classified materials or documents for mailing, transporting, or issue | 71 |
| L0407 | Inspect personnel for compliance with military standards | 71 |
| H0277 | Destroy classified materials or documents | 71 |
| L0382 | Conduct supervisory orientations for newly assigned personnel | 71 |
| L0417 | Write recommendations for awards or decorations | 71 |
| H0281 | Initiate classified reports, messages, or documents | 71 |
| L0384 | Counsel subordinates concerning personal matters | 71 |
| L0418 | Write staff studies, surveys, or routine reports, other than training or inspection reports | 57 |
| L0378 | Conduct general meetings, such as staff meetings, briefings, conferences, or workshops | 57 |
| L0412 | Review drafts of supplements or changes to directives, such as policy directives, instructions, or manuals | 57 |
| L0397 | Establish performance standards for subordinates | 57 |
| H0295 | Write minutes of briefings, conferences, or meetings | 57 |
| H0282 | Initiate requests for temporary duty (TDY) orders | 57 |
| L0396 | Establish organizational policies, such as operating instructions (OIs) or standard operating procedures (SOPs) | 57 |
| L0395 | Draft supplements or changes to directives, such as policy directives, instructions, or manuals | 43 |
| J0324 | Maintain accountability of personnel selected to fill OPLAN requirements | 43 |
| K0356 | Conduct on-the-job training (OJT) | 43 |
| H0287 | Maintain publications libraries, other than TO libraries | 43 |
| J0308 | Complete operations plan (OPLAN) sourcing requirements | 43 |

TABLE A7

REPRESENTATIVE TASKS PERFORMED BY MEMBERS IN THE
GROUND RADIO MAINTENANCE CLUSTER
(N=810)

| TASKS <i>AVERAGE NUMBER OF TASKS PERFORMED = 116</i> | | PERCENT MEMBERS PERFORMING |
|--|---|----------------------------------|
| A0033 | Operationally check communications cables | 88 |
| A0101 | Troubleshoot AM equipment | 79 |
| A0045 | Operationally check HF transceivers | 78 |
| A0001 | Align amplitude modulation (AM) equipment | 78 |
| A0025 | Fabricate communications cables | 78 |
| A0114 | Troubleshoot HF transceivers | 77 |
| A0083 | Remove and replace communications cables | 77 |
| A0053 | Perform AM equipment preventive maintenance inspections (PMIs) | 76 |
| A0031 | Operationally check antenna couplers | 76 |
| I0301 | Inventory equipment, tools, parts, or supplies | 76 |
| A0070 | Perform HF transceiver PMIs | 75 |
| A0028 | Operationally check AM equipment | 75 |
| A0055 | Perform antenna coupler PMIs | 73 |
| K0356 | Conduct on-the-job training (OJT) | 72 |
| A0125 | Troubleshoot and repair communications cables | 72 |
| A0015 | Align HF transceivers | 71 |
| A0103 | Troubleshoot antenna couplers | 71 |
| G0270 | Review preventive maintenance schedules | 66 |
| A0003 | Align antenna couplers | 65 |
| A0095 | Remove and replace HF transceiver LRUs | 63 |
| A0078 | Remove and replace AM equipment LRUs | 63 |
| I0298 | Evaluate serviceability of equipment, tools, parts, or supplies | 63 |
| J0313 | Don or doff chemical warfare personal protective clothing | 62 |
| A0042 | Operationally check FM equipment | 61 |
| G0269 | Review maintenance records | 60 |
| I0299 | Identify and report equipment or supply problems | 59 |
| J0326 | Operationally check mobile ground radio equipment | 58 |
| A0110 | Troubleshoot FM equipment | 58 |
| K0368 | Maintain training records or files | 58 |
| C0159 | Operationally check PA systems | 57 |
| A0120 | Troubleshoot and repair AM equipment LRUs | 57 |
| G0268 | Retrieve CAMS listings or reports | 57 |
| A0132 | Troubleshoot and repair HF transceiver LRUs | 56 |
| J0336 | Prepare equipment for deployments | 56 |

TABLE A7a

REPRESENTATIVE TASKS PERFORMED BY MEMBERS IN THE
INTELLIGENCE INTERCEPT JOB
(N=21)

| TASKS | AVERAGE NUMBER OF TASKS PERFORMED = 78 | PERCENT MEMBERS PERFORMING |
|--------------|--|---|
| I0301 | Inventory equipment, tools, parts, or supplies | 95 |
| A0069 | Perform HF receiver PMIs | 90 |
| A0047 | Operationally check HF receivers | 90 |
| K0356 | Conduct on-the-job training (OJT) | 90 |
| G0273 | Update personnel data files in CAMS | 90 |
| G0271 | Update historical reports in CAMS | 90 |
| A0113 | Troubleshoot HF receivers | 86 |
| G0272 | Update maintenance data collection (MDC) data in CAMS | 86 |
| G0274 | Verify accuracy of CAMS daily inputs | 86 |
| K0373 | Update workcenter training records in CAMS | 86 |
| A0014 | Align high frequency (HF) receivers | 81 |
| G0270 | Review preventive maintenance schedules | 81 |
| G0268 | Retrieve CAMS listings or reports | 81 |
| K0368 | Maintain training records or files | 76 |
| I0299 | Identify and report equipment or supply problems | 76 |
| A0033 | Operationally check communications cables | 76 |
| G0258 | Analyze core automated maintenance system (CAMS) data | 71 |
| A0131 | Troubleshoot and repair HF receiver LRUs | 67 |
| A0094 | Remove and replace HF receiver LRUs | 67 |
| I0303 | Maintain documentation on items requiring periodic inspections or calibrations | 67 |
| H0294 | Review TO changes | 67 |
| G0269 | Review maintenance records | 67 |
| A0035 | Operationally check communications patch panels | 67 |
| I0296 | Coordinate maintenance of equipment with external agencies | 67 |
| H0289 | Maintain TO libraries | 62 |
| I0298 | Evaluate serviceability of equipment, tools, parts, or supplies | 62 |
| I0300 | Initiate requisitions for equipment, tools, parts, or supplies | 62 |
| K0370 | Perform task certifications | 57 |
| K0372 | Review CAMS training reports, such as training visibility ledgers | 52 |
| A0125 | Troubleshoot and repair communications cables | 52 |
| K0357 | Counsel trainees on training progress | 48 |
| A0115 | Troubleshoot HF transmitters | 38 |
| A0046 | Operationally check HF transmitters | 38 |

TABLE A7b

REPRESENTATIVE TASKS PERFORMED BY MEMBERS IN THE
AIR CONTROL AND WARNING JOB
(N=19)

| TASKS | AVERAGE NUMBER OF TASKS PERFORMED = 66 | PERCENT MEMBERS PERFORMING |
|--------------|---|-----------------------------------|
| A0001 | Align amplitude modulation (AM) equipment | 95 |
| A0028 | Operationally check AM equipment | 89 |
| A0101 | Troubleshoot AM equipment | 89 |
| A0042 | Operationally check FM equipment | 84 |
| A0110 | Troubleshoot FM equipment | 84 |
| A0033 | Operationally check communications cables | 84 |
| A0083 | Remove and replace communications cables | 84 |
| A0053 | Perform AM equipment preventive maintenance inspections (PMIs) | 79 |
| I0298 | Evaluate serviceability of equipment, tools, parts, or supplies | 79 |
| A0025 | Fabricate communications cables | 79 |
| A0125 | Troubleshoot and repair communications cables | 79 |
| I0299 | Identify and report equipment or supply problems | 79 |
| I0301 | Inventory equipment, tools, parts, or supplies | 74 |
| A0120 | Troubleshoot and repair AM equipment LRUs | 68 |
| A0113 | Troubleshoot HF receivers | 68 |
| I0300 | Initiate requisitions for equipment, tools, parts, or supplies | 68 |
| A0078 | Remove and replace AM equipment LRUs | 68 |
| E0186 | Assemble or wire equipment components for installation | 68 |
| I0302 | Issue or log turn-ins of equipment, tools, parts, or supplies | 68 |
| A0067 | Perform FM equipment PMIs | 63 |
| A0011 | Align frequency modulation (FM) equipment | 63 |
| A0047 | Operationally check HF receivers | 63 |
| I0305 | Pick up, deliver, or store equipment, tools, parts, or supplies, other than for mobilities or contingencies | 63 |
| E0191 | Install AM communications equipment | 63 |
| E0187 | Conduct post-installation equipment tests | 63 |
| A0117 | Troubleshoot land lines | 58 |
| A0069 | Perform HF receiver PMIs | 58 |
| A0094 | Remove and replace HF receiver LRUs | 58 |
| K0368 | Maintain training records or files | 58 |
| A0035 | Operationally check communications patch panels | 58 |
| A0014 | Align high frequency (HF) receivers | 53 |
| A0131 | Troubleshoot and repair HF receiver LRUs | 53 |
| I0303 | Maintain documentation on items requiring periodic inspections | 53 |

TABLE A7c

REPRESENTATIVE TASKS PERFORMED BY MEMBERS IN THE
NCOIC JOB
(N=273)

| TASKS | AVERAGE NUMBER OF TASKS PERFORMED = 172 | PERCENT MEMBERS PERFORMING |
|-------|--|----------------------------------|
| K0356 | Conduct on-the-job training (OJT) | 95 |
| I0301 | Inventory equipment, tools, parts, or supplies | 95 |
| A0033 | Operationally check communications cables | 91 |
| K0368 | Maintain training records or files | 90 |
| G0270 | Review preventive maintenance schedules | 90 |
| I0298 | Evaluate serviceability of equipment, tools, parts, or supplies | 90 |
| I0300 | Initiate requisitions for equipment, tools, parts, or supplies | 89 |
| I0299 | Identify and report equipment or supply problems | 89 |
| K0357 | Counsel trainees on training progress | 88 |
| G0269 | Review maintenance records | 86 |
| K0365 | Evaluate progress of trainees | 85 |
| L0386 | Determine or establish work assignments or priorities | 85 |
| A0101 | Troubleshoot AM equipment | 85 |
| I0302 | Issue or log turn-ins of equipment, tools, parts, or supplies | 85 |
| K0370 | Perform task certifications | 84 |
| K0358 | Determine training requirements | 84 |
| L0407 | Inspect personnel for compliance with military standards | 84 |
| I0303 | Maintain documentation on items requiring periodic inspections | 83 |
| L0384 | Counsel subordinates concerning personal matters | 83 |
| A0001 | Align amplitude modulation (AM) equipment | 83 |
| L0402 | Evaluate personnel for compliance with performance standards | 82 |
| A0053 | Perform AM equipment preventive maintenance inspections (PMIs) | 82 |
| A0028 | Operationally check AM equipment | 82 |
| L0403 | Evaluate personnel for promotion, demotion, reclassification, or special awards | 79 |
| L0401 | Evaluate maintenance or utilization of equipment, tools, parts, supplies, or workspace | 79 |
| L0417 | Write recommendations for awards or decorations | 79 |
| L0380 | Conduct self-inspections or self-assessments | 78 |
| L0408 | Interpret policies, directives, or procedures for subordinates | 78 |
| K0353 | Brief personnel concerning training programs or matters | 77 |
| G0272 | Update maintenance data collection (MDC) data in CAMS | 75 |
| K0369 | Manage personnel upgrade training programs | 74 |
| G0264 | Initiate or annotate maintenance records | 74 |

TABLE A7d

REPRESENTATIVE TASKS PERFORMED BY MEMBERS IN THE
MOBILITY JOB
(N=160)

| TASKS | AVERAGE NUMBER OF TASKS PERFORMED = 110 | PERCENT MEMBERS PERFORMING |
|-------|--|----------------------------------|
| A0045 | Operationally check HF transceivers | 96 |
| A0114 | Troubleshoot HF transceivers | 96 |
| A0070 | Perform HF transceiver PMIs | 93 |
| A0033 | Operationally check communications cables | 92 |
| J0326 | Operationally check mobile ground radio equipment | 91 |
| A0042 | Operationally check FM equipment | 89 |
| A0101 | Troubleshoot AM equipment | 88 |
| A0053 | Perform AM equipment preventive maintenance inspections (PMIs) | 86 |
| J0336 | Prepare equipment for deployments | 86 |
| A0031 | Operationally check antenna couplers | 86 |
| I0301 | Inventory equipment, tools, parts, or supplies | 86 |
| A0015 | Align HF transceivers | 86 |
| J0315 | Erect tents | 85 |
| A0110 | Troubleshoot FM equipment | 84 |
| J0345 | Set up or tear down mobile antenna systems | 84 |
| J0313 | Don or doff chemical warfare personal protective clothing | 84 |
| J0349 | Tear down, inspect, clean, and reassemble weapons, such as M-16 rifles | 84 |
| A0025 | Fabricate communications cables | 82 |
| J0322 | Lay electrical or communications cables | 82 |
| A0028 | Operationally check AM equipment | 81 |
| A0055 | Perform antenna coupler PMIs | 81 |
| A0001 | Align amplitude modulation (AM) equipment | 81 |
| A0083 | Remove and replace communications cables | 81 |
| J0351 | Visually inspect mobile antenna systems | 81 |
| A0103 | Troubleshoot antenna couplers | 81 |
| A0067 | Perform FM equipment PMIs | 80 |
| K0356 | Conduct on-the-job training (OJT) | 80 |
| A0095 | Remove and replace HF transceiver LRUs | 80 |
| J0320 | Install vehicle-mounted ground radio equipment | 78 |
| J0325 | Operationally check mobile antenna systems | 77 |
| J0318 | Install vehicle-mounted antenna systems | 77 |
| J0316 | Inspect mobility bags or kits | 76 |
| J0327 | Perform camouflage procedures | 73 |
| G0270 | Review preventive maintenance schedules | 71 |

TABLE A7e

REPRESENTATIVE TASKS PERFORMED BY MEMBERS IN THE
FIXED HIGH-FREQUENCY JOB
(N=19)

| TASKS | AVERAGE NUMBER OF TASKS PERFORMED = 98 | PERCENT MEMBERS PERFORMING |
|-------|--|----------------------------------|
| A0115 | Troubleshoot HF transmitters | 100 |
| A0046 | Operationally check HF transmitters | 100 |
| A0047 | Operationally check HF receivers | 100 |
| A0113 | Troubleshoot HF receivers | 95 |
| A0114 | Troubleshoot HF transceivers | 95 |
| A0045 | Operationally check HF transceivers | 95 |
| A0071 | Perform HF transmitter PMIs | 95 |
| A0016 | Align HF transmitters | 95 |
| A0069 | Perform HF receiver PMIs | 89 |
| A0070 | Perform HF transceiver PMIs | 89 |
| A0133 | Troubleshoot and repair HF transmitter LRUs | 89 |
| A0095 | Remove and replace HF transceiver LRUs | 89 |
| A0015 | Align HF transceivers | 89 |
| A0096 | Remove and replace HF transmitter LRUs | 89 |
| A0131 | Troubleshoot and repair HF receiver LRUs | 84 |
| A0132 | Troubleshoot and repair HF transceiver LRUs | 84 |
| A0014 | Align high frequency (HF) receivers | 84 |
| A0094 | Remove and replace HF receiver LRUs | 84 |
| K0356 | Conduct on-the-job training (OJT) | 84 |
| I0301 | Inventory equipment, tools, parts, or supplies | 79 |
| A0033 | Operationally check communications cables | 79 |
| I0305 | Pick up, deliver, or store equipment, tools, parts, or supplies, other than for mobilities or contingencies | 74 |
| A0083 | Remove and replace communications cables | 74 |
| K0357 | Counsel trainees on training progress | 68 |
| K0368 | Maintain training records or files | 68 |
| A0125 | Troubleshoot and repair communications cables | 68 |
| A0025 | Fabricate communications cables | 68 |
| K0365 | Evaluate progress of trainees | 63 |
| I0303 | Maintain documentation on items requiring periodic inspections or calibrations | 63 |
| K0370 | Perform task certifications | 63 |
| G0270 | Review preventive maintenance schedules | 63 |
| G0268 | Retrieve CAMS listings or reports | 63 |
| L0407 | Inspect personnel for compliance with military | 63 |

TABLE A7f

REPRESENTATIVE TASKS PERFORMED BY MEMBERS IN THE
INSTALLATION JOB
(N=8)

| TASKS | AVERAGE NUMBER OF TASKS PERFORMED = 113 | PERCENT MEMBERS PERFORMING |
|-------|--|----------------------------------|
| E0213 | Install HF communications equipment | 100 |
| E0211 | Install FM communications equipment | 100 |
| E0222 | Install station grounds | 100 |
| E0210 | Install fixed remote control units | 100 |
| A0045 | Operationally check HF transceivers | 100 |
| A0046 | Operationally check HF transmitters | 100 |
| A0047 | Operationally check HF receivers | 100 |
| K0356 | Conduct on-the-job training (OJT) | 88 |
| E0200 | Install cabling, such as running or routing | 88 |
| E0216 | Install microphones or microphone jacks | 88 |
| E0201 | Install communications consoles | 88 |
| E0214 | Install intercom systems | 88 |
| A0069 | Perform HF receiver PMIs | 88 |
| A0071 | Perform HF transmitter PMIs | 88 |
| A0070 | Perform HF transceiver PMIs | 88 |
| E0209 | Install fixed antenna systems | 88 |
| E0206 | Install equipment support structures, such as cable ladders or racks | 88 |
| E0225 | Perform pre-installation equipment checks | 88 |
| E0191 | Install AM communications equipment | 88 |
| E0192 | Install antenna couplers | 88 |
| A0125 | Troubleshoot and repair communications cables | 88 |
| L0380 | Conduct self-inspections or self-assessments | 75 |
| J0322 | Lay electrical or communications cables | 75 |
| A0025 | Fabricate communications cables | 75 |
| E0223 | Install television or cable systems | 75 |
| E0219 | Install phone patch systems | 75 |
| A0033 | Operationally check communications cables | 75 |
| A0067 | Perform FM equipment PMIs | 75 |
| E0186 | Assemble or wire equipment components for installation | 62 |
| K0355 | Conduct formal course classroom training | 62 |
| J0313 | Don or doff chemical warfare personal protective clothing | 62 |
| J0316 | Inspect mobility bags or kits | 62 |
| E0202 | Install cryptographic equipment, other than vehicle-mounted cryptographic equipment | 62 |
| E0208 | Install fiber-optic links | 62 |

TABLE A7g

REPRESENTATIVE TASKS PERFORMED BY MEMBERS IN THE
DEPLOYED AIRFIELD SUPPORT JOB
(N=34)

| TASKS | AVERAGE NUMBER OF TASKS PERFORMED = 90 | PERCENT MEMBERS PERFORMING |
|-------|--|----------------------------------|
| A0033 | Operationally check communications cables | 100 |
| C0159 | Operationally check PA systems | 91 |
| C0165 | Troubleshoot and repair PA systems | 88 |
| A0125 | Troubleshoot and repair communications cables | 85 |
| A0025 | Fabricate communications cables | 82 |
| J0326 | Operationally check mobile ground radio equipment | 82 |
| J0322 | Lay electrical or communications cables | 79 |
| E0200 | Install cabling, such as running or routing | 79 |
| C0164 | Set up or tear down portable PA systems | 79 |
| J0320 | Install vehicle-mounted ground radio equipment | 79 |
| C0157 | Fabricate audio cables for PA systems | 79 |
| J0318 | Install vehicle-mounted antenna systems | 76 |
| C0154 | Align public address (PA) systems | 74 |
| A0045 | Operationally check HF transceivers | 71 |
| C0158 | Install fixed PA systems | 71 |
| A0041 | Operationally check fixed antenna systems | 71 |
| A0049 | Operationally check land lines | 68 |
| E0186 | Assemble or wire equipment components for installation | 68 |
| A0083 | Remove and replace communications cables | 68 |
| A0114 | Troubleshoot HF transceivers | 68 |
| A0015 | Align HF transceivers | 68 |
| J0313 | Don or doff chemical warfare personal protective clothing | 68 |
| A0042 | Operationally check FM equipment | 65 |
| A0101 | Troubleshoot AM equipment | 65 |
| A0070 | Perform HF transceiver PMIs | 65 |
| A0028 | Operationally check AM equipment | 65 |
| E0211 | Install FM communications equipment | 62 |
| A0053 | Perform AM equipment preventive maintenance inspections (PMIs) | 62 |
| A0043 | Operationally check Giant Voice systems | 62 |
| E0216 | Install microphones or microphone jacks | 62 |
| C0155 | Conduct location surveys for PA systems | 62 |
| A0117 | Troubleshoot land lines | 59 |
| E0187 | Conduct post-installation equipment tests | 59 |
| E0223 | Install television or cable systems | 59 |
| A0040 | Operationally check fiber-optic links | 59 |

TABLE A7h

REPRESENTATIVE TASKS PERFORMED BY MEMBERS IN THE
AIRFIELD/BASE SUPPORT JOB
(N=148)

| TASKS | AVERAGE NUMBER OF TASKS PERFORMED = 96 | PERCENT MEMBERS PERFORMING |
|--------------|--|-----------------------------------|
| A0028 | Operationally check AM equipment | 93 |
| A0001 | Align amplitude modulation (AM) equipment | 93 |
| A0033 | Operationally check communications cables | 92 |
| A0062 | Perform digital recording system PMIs | 91 |
| A0034 | Operationally check communications consoles | 91 |
| A0037 | Operationally check digital recording systems | 91 |
| A0053 | Perform AM equipment preventive maintenance inspections (PMIs) | 90 |
| A0101 | Troubleshoot AM equipment | 89 |
| A0055 | Perform antenna coupler PMIs | 89 |
| A0058 | Perform communications console PMIs | 89 |
| A0031 | Operationally check antenna couplers | 89 |
| A0035 | Operationally check communications patch panels | 89 |
| A0003 | Align antenna couplers | 87 |
| A0105 | Troubleshoot communications consoles | 84 |
| A0107 | Troubleshoot digital recording systems | 84 |
| A0027 | Operationally check ATC tower light guns | 84 |
| A0057 | Perform battery backup system PMIs | 84 |
| A0032 | Operationally check battery backup systems | 84 |
| A0056 | Perform ATC tower light gun PMIs | 83 |
| A0103 | Troubleshoot antenna couplers | 82 |
| A0083 | Remove and replace communications cables | 80 |
| A0125 | Troubleshoot and repair communications cables | 79 |
| A0006 | Align communications consoles | 78 |
| A0008 | Align digital recording systems | 78 |
| C0164 | Set up or tear down portable PA systems | 76 |
| C0159 | Operationally check PA systems | 75 |
| A0078 | Remove and replace AM equipment LRUs | 74 |
| A0120 | Troubleshoot and repair AM equipment LRUs | 72 |
| A0084 | Remove and replace communications console LRUs | 72 |
| A0070 | Perform HF transceiver PMIs | 70 |
| A0045 | Operationally check HF transceivers | 70 |
| A0059 | Perform communications patch panel PMIs | 70 |
| A0126 | Troubleshoot and repair communications console LRUs | 68 |
| C0165 | Troubleshoot and repair PA systems | 67 |

TABLE A7i

REPRESENTATIVE TASKS PERFORMED BY MEMBERS IN THE
CRYPTOGRAPHIC EQUIPMENT INSTALLATION JOB
(N=8)

| TASKS | AVERAGE NUMBER OF TASKS PERFORMED = 107 | PERCENT MEMBERS PERFORMING |
|-------|---|----------------------------------|
| A0036 | Operationally check cryptographic equipment | 100 |
| A0127 | Troubleshoot and repair communications patch panels | 100 |
| A0125 | Troubleshoot and repair communications cables | 100 |
| A0035 | Operationally check communications patch panels | 88 |
| A0025 | Fabricate communications cables | 88 |
| E0187 | Conduct post-installation equipment tests | 88 |
| A0033 | Operationally check communications cables | 88 |
| E0200 | Install cabling, such as running or routing | 88 |
| A0020 | Configure communications consoles | 88 |
| E0202 | Install cryptographic equipment, other than vehicle-mounted cryptographic equipment | 88 |
| E0225 | Perform pre-installation equipment checks | 75 |
| A0034 | Operationally check communications consoles | 75 |
| K0356 | Conduct on-the-job training (OJT) | 75 |
| E0186 | Assemble or wire equipment components for installation | 75 |
| E0190 | Inspect completed installations of communications electronic equipment | 75 |
| E0189 | Document equipment installations | 75 |
| E0188 | Conduct pre-installation site surveys (PSSs) | 75 |
| E0201 | Install communications consoles | 75 |
| A0083 | Remove and replace communications cables | 75 |
| A0032 | Operationally check battery backup systems | 75 |
| A0117 | Troubleshoot land lines | 75 |
| E0219 | Install phone patch systems | 75 |
| A0105 | Troubleshoot communications consoles | 75 |
| E0220 | Install power supply systems | 75 |
| A0049 | Operationally check land lines | 62 |
| A0052 | Operationally check test adapters | 62 |
| A0040 | Operationally check fiber-optic links | 62 |
| A0026 | Fabricate test adapters | 62 |
| A0041 | Operationally check fixed antenna systems | 62 |
| A0039 | Operationally check facsimile systems | 62 |
| E0226 | Update system facility records | 62 |
| L0400 | Evaluate job hazards or compliance with Air Force Occupational Safety and Health (AFOSH) program | 50 |

TABLE A7j

REPRESENTATIVE TASKS PERFORMED BY MEMBERS IN THE
MOBILE COMMUNICATIONS JOB
(N=106)

| TASKS | AVERAGE NUMBER OF TASKS PERFORMED = 40 | PERCENT MEMBERS PERFORMING |
|--------------|--|---|
| A0114 | Troubleshoot HF transceivers | 94 |
| A0070 | Perform HF transceiver PMIs | 93 |
| A0045 | Operationally check HF transceivers | 92 |
| A0015 | Align HF transceivers | 80 |
| A0033 | Operationally check communications cables | 72 |
| A0055 | Perform antenna coupler PMIs | 70 |
| A0031 | Operationally check antenna couplers | 65 |
| A0001 | Align amplitude modulation (AM) equipment | 64 |
| A0095 | Remove and replace HF transceiver LRUs | 58 |
| A0101 | Troubleshoot AM equipment | 58 |
| A0025 | Fabricate communications cables | 58 |
| A0103 | Troubleshoot antenna couplers | 58 |
| A0053 | Perform AM equipment preventive maintenance inspections (PMIs) | 56 |
| A0083 | Remove and replace communications cables | 52 |
| A0042 | Operationally check FM equipment | 51 |
| A0003 | Align antenna couplers | 51 |
| A0028 | Operationally check AM equipment | 49 |
| A0132 | Troubleshoot and repair HF transceiver LRUs | 47 |
| A0110 | Troubleshoot FM equipment | 47 |
| J0345 | Set up or tear down mobile antenna systems | 44 |
| J0326 | Operationally check mobile ground radio equipment | 42 |
| E0213 | Install HF communications equipment | 40 |
| A0067 | Perform FM equipment PMIs | 39 |
| J0313 | Don or doff chemical warfare personal protective clothing | 39 |
| J0315 | Erect tents | 39 |
| J0334 | Perform pallet buildup activities | 39 |
| A0113 | Troubleshoot HF receivers | 38 |
| J0349 | Tear down, inspect, clean, and reassemble weapons, | 38 |
| A0046 | Operationally check HF transmitters | 37 |
| A0069 | Perform HF receiver PMIs | 37 |
| A0115 | Troubleshoot HF transmitters | 37 |
| J0336 | Prepare equipment for deployments | 35 |
| A0125 | Troubleshoot and repair communications cables | 35 |
| I0301 | Inventory equipment, tools, parts, or supplies | 35 |

TABLE A8

REPRESENTATIVE TASKS PERFORMED BY MEMBERS IN THE
MOBILITY IJ
(N=8)

| TASKS | AVERAGE NUMBER OF TASKS PERFORMED = 67 | PERCENT MEMBERS PERFORMING |
|-------|--|----------------------------------|
| J0334 | Perform pallet buildup activities | 100 |
| J0349 | Tear down, inspect, clean, and reassemble weapons, such as M-16 rifles | 100 |
| J0336 | Prepare equipment for deployments | 88 |
| J0331 | Perform explosive ordnance reconnaissance | 88 |
| J0317 | Inspect packed or palletized mobility or contingency equipment prior to transport | 88 |
| J0329 | Perform cover and concealment techniques for work party security | 88 |
| J0328 | Perform chemical warfare agent decontamination procedures | 75 |
| J0338 | Prepare sites at deployed locations | 75 |
| J0326 | Operationally check mobile ground radio equipment | 75 |
| J0337 | Prepare hazardous material (HAZMAT) for shipment | 75 |
| J0344 | Set up or tear down field telephone systems | 75 |
| J0327 | Perform camouflage procedures | 75 |
| J0345 | Set up or tear down mobile antenna systems | 75 |
| A0025 | Fabricate communications cables | 75 |
| J0315 | Erect tents | 62 |
| J0351 | Visually inspect mobile antenna systems | 62 |
| J0313 | Don or doff chemical warfare personal protective clothing | 62 |
| J0350 | Transport mobility or contingency communications equipment to or from deployed locations | 62 |
| A0033 | Operationally check communications cables | 62 |
| J0322 | Lay electrical or communications cables | 62 |
| I0304 | Maintain organizational equipment or supply records | 50 |
| J0316 | Inspect mobility bags or kits | 50 |
| J0323 | Maintain disaster preparedness checklists | 50 |
| J0332 | Perform operator maintenance on mobile or portable generators | 50 |
| J0307 | Brief deploying personnel | 50 |
| J0325 | Operationally check mobile antenna systems | 50 |
| A0101 | Troubleshoot AM equipment | 50 |
| L0407 | Inspect personnel for compliance with military standards | 50 |
| L0415 | Write inspection reports | 50 |
| J0320 | Install vehicle-mounted ground radio equipment | 50 |
| J0311 | Develop mobility inspection checklists | 38 |
| I0303 | Maintain documentation on items requiring periodic inspections or calibrations | 38 |

TABLE A9

REPRESENTATIVE TASKS PERFORMED BY MEMBERS IN THE
INITIAL INSTALLATION IJ
(N=34)

| TASKS | AVERAGE NUMBER OF TASKS PERFORMED = 50 | PERCENT MEMBERS PERFORMING |
|--------------|---|---|
| E0200 | Install cabling, such as running or routing | 91 |
| E0213 | Install HF communications equipment | 79 |
| E0192 | Install antenna couplers | 74 |
| E0206 | Install equipment support structures, such as cable ladders or racks | 71 |
| E0191 | Install AM communications equipment | 65 |
| E0201 | Install communications consoles | 65 |
| J0322 | Lay electrical or communications cables | 62 |
| E0189 | Document equipment installations | 62 |
| E0188 | Conduct pre-installation site surveys (PSSs) | 62 |
| I0301 | Inventory equipment, tools, parts, or supplies | 62 |
| E0187 | Conduct post-installation equipment tests | 62 |
| J0313 | Don or doff chemical warfare personal protective clothing | 62 |
| E0225 | Perform pre-installation equipment checks | 59 |
| E0222 | Install station grounds | 59 |
| K0356 | Conduct on-the-job training (OJT) | 56 |
| E0208 | Install fiber-optic links | 56 |
| J0334 | Perform pallet buildup activities | 56 |
| E0186 | Assemble or wire equipment components for installation | 53 |
| E0219 | Install phone patch systems | 53 |
| E0190 | Inspect completed installations of communications electronic equipment | 50 |
| A0025 | Fabricate communications cables | 50 |
| E0211 | Install FM communications equipment | 50 |
| E0210 | Install fixed remote control units | 50 |
| J0316 | Inspect mobility bags or kits | 47 |
| J0336 | Prepare equipment for deployments | 47 |
| E0209 | Install fixed antenna systems | 47 |
| E0216 | Install microphones or microphone jacks | 47 |
| E0221 | Install security systems, such as closed-circuit cameras, monitors, or alarms | 44 |
| A0033 | Operationally check communications cables | 44 |
| E0220 | Install power supply systems | 44 |
| A0040 | Operationally check fiber-optic links | 44 |
| A0045 | Operationally check HF transceivers | 41 |
| F0254 | Review project packages | 38 |

TABLE A10

REPRESENTATIVE TASKS PERFORMED BY MEMBERS IN THE
PERSONAL WIRELESS COMMUNICATIONS SYSTEMS/
INSTALLATION SPECTRUM MANAGEMENT IJ
(N=95)

| TASKS | AVERAGE NUMBER OF TASKS PERFORMED = 63 | PERCENT MEMBERS PERFORMING |
|--------------|--|-----------------------------------|
| B0146 | Perform PWCS equipment reconciliations | 98 |
| B0145 | Operationally check PWCS equipment | 97 |
| B0143 | Develop or maintain PWCS databases | 96 |
| B0150 | Recommend technical PWCS solutions | 94 |
| B0140 | Coordinate PWCS equipment maintenance requests with external agencies | 91 |
| B0138 | Configure personal wireless communications systems (PWCS) equipment | 89 |
| B0144 | Maintain PWCS infrastructure configurations | 88 |
| B0141 | Develop or implement unit PWSC and net manager training programs | 88 |
| B0151 | Remove and replace PWCS equipment | 79 |
| B0153 | Troubleshoot PWCS equipment | 77 |
| B0152 | Request temporary frequencies in support of exercises or contingencies | 69 |
| B0142 | Develop or maintain frequency management databases | 65 |
| B0149 | Process radio frequency requests | 63 |
| B0148 | Process radio frequency modifications | 57 |
| B0147 | Perform radio frequency interference analyses | 56 |
| I0301 | Inventory equipment, tools, parts, or supplies | 55 |
| B0139 | Coordinate license frequency reviews with Major Commands | 54 |
| K0356 | Conduct on-the-job training (OJT) | 53 |
| F0238 | Maintain invoice files | 53 |
| I0296 | Coordinate maintenance of equipment with external agencies | 49 |
| F0239 | Monitor maintenance contract agreements | 48 |
| K0368 | Maintain training records or files | 46 |
| F0237 | Maintain contract files | 45 |
| L0380 | Conduct self-inspections or self-assessments | 44 |
| I0298 | Evaluate serviceability of equipment, tools, parts, or supplies | 43 |
| L0386 | Determine or establish work assignments or priorities | 41 |
| K0358 | Determine training requirements | 41 |
| F0247 | Process invoices | 38 |
| K0373 | Update workcenter training records in CAMS | 38 |
| K0357 | Counsel trainees on training progress | 38 |
| K0365 | Evaluate progress of trainees | 37 |

TABLE A11

REPRESENTATIVE TASKS PERFORMED BY MEMBERS IN THE
RADIO MAINTENANCE SPECIALIST CLUSTER
(N=36)

| TASKS | AVERAGE NUMBER OF TASKS PERFORMED = 27 | PERCENT MEMBERS PERFORMING |
|--------------|--|-----------------------------------|
| A0101 | Troubleshoot AM equipment | 83 |
| A0028 | Operationally check AM equipment | 81 |
| A0110 | Troubleshoot FM equipment | 69 |
| A0042 | Operationally check FM equipment | 67 |
| A0033 | Operationally check communications cables | 64 |
| A0001 | Align amplitude modulation (AM) equipment | 58 |
| A0025 | Fabricate communications cables | 58 |
| A0053 | Perform AM equipment preventive maintenance inspections (PMIs) | 56 |
| A0083 | Remove and replace communications cables | 47 |
| A0078 | Remove and replace AM equipment LRUs | 44 |
| J0326 | Operationally check mobile ground radio equipment | 39 |
| A0011 | Align frequency modulation (FM) equipment | 39 |
| A0125 | Troubleshoot and repair communications cables | 39 |
| E0191 | Install AM communications equipment | 36 |
| A0031 | Operationally check antenna couplers | 36 |
| A0114 | Troubleshoot HF transceivers | 31 |
| A0067 | Perform FM equipment PMIs | 31 |
| E0200 | Install cabling, such as running or routing | 31 |
| A0045 | Operationally check HF transceivers | 28 |
| C0164 | Set up or tear down portable PA systems | 28 |
| A0035 | Operationally check communications patch panels | 28 |
| A0120 | Troubleshoot and repair AM equipment LRUs | 28 |
| A0049 | Operationally check land lines | 28 |
| A0034 | Operationally check communications consoles | 25 |
| A0003 | Align antenna couplers | 25 |
| J0313 | Don or doff chemical warfare personal protective clothing | 25 |
| A0044 | Operationally check GPS receivers | 22 |
| C0159 | Operationally check PA systems | 22 |
| E0211 | Install FM communications equipment | 22 |
| A0105 | Troubleshoot communications consoles | 19 |
| J0318 | Install vehicle-mounted antenna systems | 19 |
| J0334 | Perform pallet buildup activities | 19 |
| C0165 | Troubleshoot and repair PA systems | 19 |
| J0336 | Prepare equipment for deployments | 17 |

TABLE A11a

REPRESENTATIVE TASKS PERFORMED BY MEMBERS IN THE
AIR TRAFFIC CONTROL SUPPORT JOB
(N=14)

| TASKS | AVERAGE NUMBER OF TASKS PERFORMED = 34 | PERCENT MEMBERS PERFORMING |
|--------------|--|---|
| A0028 | Operationally check AM equipment | 100 |
| A0001 | Align amplitude modulation (AM) equipment | 93 |
| A0101 | Troubleshoot AM equipment | 93 |
| A0053 | Perform AM equipment preventive maintenance inspections (PMIs) | 86 |
| A0078 | Remove and replace AM equipment LRUs | 86 |
| A0025 | Fabricate communications cables | 71 |
| A0033 | Operationally check communications cables | 64 |
| A0083 | Remove and replace communications cables | 64 |
| A0034 | Operationally check communications consoles | 57 |
| A0035 | Operationally check communications patch panels | 57 |
| A0031 | Operationally check antenna couplers | 57 |
| A0125 | Troubleshoot and repair communications cables | 57 |
| A0105 | Troubleshoot communications consoles | 50 |
| A0120 | Troubleshoot and repair AM equipment LRUs | 50 |
| A0055 | Perform antenna coupler PMIs | 50 |
| A0011 | Align frequency modulation (FM) equipment | 43 |
| A0110 | Troubleshoot FM equipment | 43 |
| C0164 | Set up or tear down portable PA systems | 36 |
| C0159 | Operationally check PA systems | 36 |
| A0006 | Align communications consoles | 36 |
| A0049 | Operationally check land lines | 36 |
| A0003 | Align antenna couplers | 36 |
| G0268 | Retrieve CAMS listings or reports | 36 |
| A0037 | Operationally check digital recording systems | 36 |
| E0191 | Install AM communications equipment | 36 |
| A0103 | Troubleshoot antenna couplers | 36 |
| A0091 | Remove and replace FM equipment LRUs | 36 |
| C0155 | Conduct location surveys for PA systems | 29 |
| C0157 | Fabricate audio cables for PA systems | 29 |
| A0058 | Perform communications console PMIs | 29 |
| G0270 | Review preventive maintenance schedules | 29 |
| C0165 | Troubleshoot and repair PA systems | 29 |
| A0084 | Remove and replace communications console LRUs | 29 |
| I0301 | Inventory equipment, tools, parts, or supplies | 29 |

TABLE A11b

REPRESENTATIVE TASKS PERFORMED BY MEMBERS IN THE
COMBAT CONTROL SUPPORT JOB
(N=22)

| TASKS | AVERAGE NUMBER OF TASKS PERFORMED = 22 | PERCENT MEMBERS PERFORMING |
|--------------|--|---|
| A0042 | Operationally check FM equipment | 91 |
| A0110 | Troubleshoot FM equipment | 86 |
| A0101 | Troubleshoot AM equipment | 77 |
| A0028 | Operationally check AM equipment | 68 |
| A0033 | Operationally check communications cables | 64 |
| A0025 | Fabricate communications cables | 50 |
| A0045 | Operationally check HF transceivers | 45 |
| J0326 | Operationally check mobile ground radio equipment | 45 |
| A0114 | Troubleshoot HF transceivers | 45 |
| A0053 | Perform AM equipment preventive maintenance inspections (PMIs) | 36 |
| A0067 | Perform FM equipment PMIs | 36 |
| A0001 | Align amplitude modulation (AM) equipment | 36 |
| E0191 | Install AM communications equipment | 36 |
| A0011 | Align frequency modulation (FM) equipment | 36 |
| A0083 | Remove and replace communications cables | 36 |
| A0044 | Operationally check GPS receivers | 32 |
| E0200 | Install cabling, such as running or routing | 32 |
| J0345 | Set up or tear down mobile antenna systems | 27 |
| E0211 | Install FM communications equipment | 27 |
| J0318 | Install vehicle-mounted antenna systems | 27 |
| A0125 | Troubleshoot and repair communications cables | 27 |
| C0164 | Set up or tear down portable PA systems | 23 |
| A0031 | Operationally check antenna couplers | 23 |
| J0320 | Install vehicle-mounted ground radio equipment | 23 |
| J0325 | Operationally check mobile antenna systems | 23 |
| A0049 | Operationally check land lines | 23 |
| J0336 | Prepare equipment for deployments | 18 |
| J0334 | Perform pallet buildup activities | 18 |
| A0036 | Operationally check cryptographic equipment | 18 |
| E0186 | Assemble or wire equipment components for installation | 18 |
| A0040 | Operationally check fiber-optic links | 18 |
| A0041 | Operationally check fixed antenna systems | 18 |
| J0351 | Visually inspect mobile antenna systems | 18 |
| J0313 | Don or doff chemical warfare personal protective clothing | 18 |

TABLE A12

REPRESENTATIVE TASKS PERFORMED BY MEMBERS IN THE
MISSILE COMMUNICATIONS MAINTENANCE II
(N=7)

| TASKS | AVERAGE NUMBER OF TASKS PERFORMED = 36 | PERCENT MEMBERS PERFORMING |
|-------|--|----------------------------------|
| D0174 | Perform SLFCS PMIs | 100 |
| D0173 | Perform hardened UHF communications system PMIs | 100 |
| D0171 | Operationally check SLFCSs | 100 |
| D0180 | Troubleshoot SLFCSs | 100 |
| D0179 | Troubleshoot hardened UHF communications systems | 100 |
| D0170 | Operationally check hardened UHF communications systems | 86 |
| D0168 | Monitor SLFCS operations | 86 |
| D0167 | Align survivable low-frequency communications systems (SLFCSs) | 86 |
| D0176 | Remove and replace hardened UHF communications system LRUs | 86 |
| A0034 | Operationally check communications consoles | 71 |
| D0172 | Perform hardened antenna system PMIs | 71 |
| A0031 | Operationally check antenna couplers | 71 |
| D0166 | Align hardened ultra high frequency (UHF) communications systems | 71 |
| D0178 | Troubleshoot hardened antenna systems | 71 |
| D0177 | Remove and replace SLFCS LRUs | 71 |
| I0301 | Inventory equipment, tools, parts, or supplies | 57 |
| D0169 | Operationally check hardened antenna systems | 57 |
| A0055 | Perform antenna coupler PMIs | 57 |
| A0033 | Operationally check communications cables | 57 |
| D0183 | Troubleshoot and repair hardened UHF communications system LRUs to circuit card level | 57 |
| D0182 | Troubleshoot and repair hardened UHF communications system LRU cards to component level | 57 |
| A0103 | Troubleshoot antenna couplers | 57 |
| D0185 | Troubleshoot and repair SLFCS LRUs to circuit card level | 57 |
| D0184 | Troubleshoot and repair SLFCS LRU cards to component level | 57 |
| A0058 | Perform communications console PMIs | 43 |
| A0098 | Remove and replace LF equipment LRUs | 43 |
| A0122 | Troubleshoot and repair antenna coupler LRUs | 43 |
| A0066 | Perform fixed antenna system PMIs | 43 |
| A0080 | Remove and replace antenna coupler LRUs | 43 |
| D0175 | Remove and replace hardened antenna system LRUs | 43 |
| A0105 | Troubleshoot communications consoles | 43 |
| I0302 | Issue or log turn-ins of equipment, tools, parts, or supplies | 43 |

TABLE A13

REPRESENTATIVE TASKS PERFORMED BY MEMBERS IN THE
GLOBAL HIGH-FREQUENCY CLUSTER
(N=45)

| TASKS | AVERAGE NUMBER OF TASKS PERFORMED = 20 | PERCENT MEMBERS PERFORMING |
|--------------|--|-----------------------------------|
| A0113 | Troubleshoot HF receivers | 67 |
| A0069 | Perform HF receiver PMIs | 64 |
| A0047 | Operationally check HF receivers | 64 |
| A0071 | Perform HF transmitter PMIs | 58 |
| A0046 | Operationally check HF transmitters | 56 |
| A0115 | Troubleshoot HF transmitters | 56 |
| A0070 | Perform HF transceiver PMIs | 53 |
| A0045 | Operationally check HF transceivers | 51 |
| A0114 | Troubleshoot HF transceivers | 51 |
| A0016 | Align HF transmitters | 49 |
| A0015 | Align HF transceivers | 38 |
| A0014 | Align high frequency (HF) receivers | 38 |
| A0101 | Troubleshoot AM equipment | 36 |
| E0213 | Install HF communications equipment | 36 |
| A0053 | Perform AM equipment preventive maintenance inspections (PMIs) | 31 |
| A0001 | Align amplitude modulation (AM) equipment | 29 |
| A0055 | Perform antenna coupler PMIs | 29 |
| A0028 | Operationally check AM equipment | 22 |
| A0096 | Remove and replace HF transmitter LRUs | 22 |
| A0094 | Remove and replace HF receiver LRUs | 22 |
| A0067 | Perform FM equipment PMIs | 20 |
| H0289 | Maintain TO libraries | 20 |
| A0011 | Align frequency modulation (FM) equipment | 20 |
| A0025 | Fabricate communications cables | 20 |
| A0003 | Align antenna couplers | 20 |
| A0031 | Operationally check antenna couplers | 20 |
| I0301 | Inventory equipment, tools, parts, or supplies | 18 |
| H0294 | Review TO changes | 18 |
| A0104 | Troubleshoot battery backup systems | 18 |
| A0133 | Troubleshoot and repair HF transmitter LRUs | 16 |
| J0334 | Perform pallet buildup activities | 16 |
| A0117 | Troubleshoot land lines | 16 |
| A0042 | Operationally check FM equipment | 16 |
| A0131 | Troubleshoot and repair HF receiver LRUs | 13 |

TABLE A13a

REPRESENTATIVE TASKS PERFORMED BY MEMBERS IN THE
TRANSCIVERS JOB
(N=5)

| TASKS <i>AVERAGE NUMBER OF TASKS PERFORMED = 7</i> | | PERCENT MEMBERS PERFORMING |
|--|--|----------------------------------|
| A0114 | Troubleshoot HF transceivers | 94 |
| A0070 | Perform HF transceiver PMIs | 93 |
| A0045 | Operationally check HF transceivers | 92 |
| A0015 | Align HF transceivers | 82 |
| A0033 | Operationally check communications cables | 73 |
| A0055 | Perform antenna coupler PMIs | 70 |
| A0031 | Operationally check antenna couplers | 66 |
| A0001 | Align amplitude modulation (AM) equipment | 64 |
| A0095 | Remove and replace HF transceiver LRUs | 59 |
| A0025 | Fabricate communications cables | 59 |
| A0103 | Troubleshoot antenna couplers | 58 |
| A0101 | Troubleshoot AM equipment | 57 |
| A0053 | Perform AM equipment preventive maintenance inspections (PMIs) | 56 |
| A0003 | Align antenna couplers | 52 |
| A0083 | Remove and replace communications cables | 51 |
| A0028 | Operationally check AM equipment | 50 |
| A0042 | Operationally check FM equipment | 50 |
| A0132 | Troubleshoot and repair HF transceiver LRUs | 48 |
| A0110 | Troubleshoot FM equipment | 46 |
| J0345 | Set up or tear down mobile antenna systems | 45 |
| J0326 | Operationally check mobile ground radio equipment | 43 |
| E0213 | Install HF communications equipment | 40 |
| J0313 | Don or doff chemical warfare personal protective clothing | 38 |
| J0315 | Erect tents | 38 |
| A0067 | Perform FM equipment PMIs | 38 |
| J0334 | Perform pallet buildup activities | 38 |
| A0046 | Operationally check HF transmitters | 38 |
| A0113 | Troubleshoot HF receivers | 38 |
| A0069 | Perform HF receiver PMIs | 38 |
| A0115 | Troubleshoot HF transmitters | 38 |
| A0125 | Troubleshoot and repair communications cables | 36 |
| A0047 | Operationally check HF receivers | 36 |
| A0071 | Perform HF transmitter PMIs | 36 |
| A0011 | Align frequency modulation (FM) equipment | 36 |
| J0336 | Prepare equipment for deployments | 35 |

TABLE A13b

REPRESENTATIVE TASKS PERFORMED BY MEMBERS IN THE
TRANSMITTERS/RECEIVERS JOB

(N=28)

| TASKS | AVERAGE NUMBER OF TASKS PERFORMED = 23 | PERCENT MEMBERS PERFORMING |
|-------|--|----------------------------------|
| A0069 | Perform HF receiver PMIs | 96 |
| A0047 | Operationally check HF receivers | 93 |
| A0113 | Troubleshoot HF receivers | 89 |
| A0071 | Perform HF transmitter PMIs | 82 |
| A0046 | Operationally check HF transmitters | 75 |
| A0115 | Troubleshoot HF transmitters | 75 |
| A0016 | Align HF transmitters | 64 |
| A0014 | Align high frequency (HF) receivers | 61 |
| A0070 | Perform HF transceiver PMIs | 54 |
| A0045 | Operationally check HF transceivers | 54 |
| A0114 | Troubleshoot HF transceivers | 46 |
| A0101 | Troubleshoot AM equipment | 46 |
| A0053 | Perform AM equipment preventive maintenance inspections (PMIs) | 43 |
| A0001 | Align amplitude modulation (AM) equipment | 39 |
| E0213 | Install HF communications equipment | 39 |
| A0015 | Align HF transceivers | 32 |
| A0055 | Perform antenna coupler PMIs | 32 |
| A0028 | Operationally check AM equipment | 29 |
| A0094 | Remove and replace HF receiver LRUs | 29 |
| A0067 | Perform FM equipment PMIs | 25 |
| A0025 | Fabricate communications cables | 25 |
| A0011 | Align frequency modulation (FM) equipment | 25 |
| A0003 | Align antenna couplers | 25 |
| A0103 | Troubleshoot antenna couplers | 25 |
| A0096 | Remove and replace HF transmitter LRUs | 21 |
| H0294 | Review TO changes | 21 |
| A0033 | Operationally check communications cables | 21 |
| A0035 | Operationally check communications patch panels | 21 |
| A0034 | Operationally check communications consoles | 18 |
| K0356 | Conduct on-the-job training (OJT) | 18 |
| A0131 | Troubleshoot and repair HF receiver LRUs | 18 |
| A0042 | Operationally check FM equipment | 18 |
| I0305 | Pick up, deliver, or store equipment, tools, parts, or supplies, other than for mobilities or contingencies | 18 |

TABLE A14

REPRESENTATIVE TASKS PERFORMED BY MEMBERS IN THE
PUBLIC ADDRESS SYSTEMS IJ
(N=21)

| TASKS | AVERAGE NUMBER OF TASKS PERFORMED = 26 | PERCENT MEMBERS PERFORMING |
|-------|--|----------------------------|
| C0159 | Operationally check PA systems | 95 |
| C0164 | Set up or tear down portable PA systems | 90 |
| C0154 | Align public address (PA) systems | 86 |
| C0161 | Process support requests for PA systems | 81 |
| C0165 | Troubleshoot and repair PA systems | 76 |
| C0157 | Fabricate audio cables for PA systems | 67 |
| C0160 | Perform PA system PMIs | 62 |
| C0155 | Conduct location surveys for PA systems | 62 |
| C0156 | Coordinate purchases of PA systems or equipment with external agencies | 57 |
| C0158 | Install fixed PA systems | 57 |
| A0025 | Fabricate communications cables | 38 |
| C0163 | Remove and replace PA system LRUs | 33 |
| A0031 | Operationally check antenna couplers | 33 |
| A0055 | Perform antenna coupler PMIs | 33 |
| C0162 | Provide press feeds to news media | 29 |
| A0101 | Troubleshoot AM equipment | 29 |
| A0083 | Remove and replace communications cables | 29 |
| A0045 | Operationally check HF transceivers | 29 |
| A0001 | Align amplitude modulation (AM) equipment | 24 |
| A0070 | Perform HF transceiver PMIs | 24 |
| A0012 | Align Giant Voice systems | 24 |
| A0125 | Troubleshoot and repair communications cables | 24 |
| A0015 | Align HF transceivers | 24 |
| A0103 | Troubleshoot antenna couplers | 24 |
| A0023 | Configure Giant Voice systems | 19 |
| A0071 | Perform HF transmitter PMIs | 19 |
| A0067 | Perform FM equipment PMIs | 19 |
| A0114 | Troubleshoot HF transceivers | 19 |
| A0111 | Troubleshoot Giant Voice systems | 19 |
| A0110 | Troubleshoot FM equipment | 19 |
| B0149 | Process radio frequency requests | 14 |
| A0077 | Perform time compliance technical order (TCTO) modifications on ground radio equipment | 14 |

TABLE A15

REPRESENTATIVE TASKS PERFORMED BY MEMBERS IN THE
SUPERINTENDENT IJ
(N=11)

| TASKS | AVERAGE NUMBER OF TASKS PERFORMED = 14 | PERCENT MEMBERS PERFORMING |
|--------------|---|-----------------------------------|
| L0417 | Write recommendations for awards or decorations | 64 |
| L0420 | Write or indorse military performance reports | 64 |
| L0412 | Review drafts of supplements or changes to directives, such as policy directives, instructions, or manuals | 55 |
| L0402 | Evaluate personnel for compliance with performance standards | 45 |
| L0383 | Conduct supervisory performance feedback sessions | 45 |
| L0414 | Schedule personnel for TDY assignments, leaves, or passes | 45 |
| L0407 | Inspect personnel for compliance with military standards | 45 |
| L0404 | Implement safety or security programs | 36 |
| L0408 | Interpret policies, directives, or procedures for subordinates | 36 |
| L0379 | Conduct safety inspections of equipment or facilities | 36 |
| L0418 | Write staff studies, surveys, or routine reports, other than training or inspection reports | 36 |
| L0384 | Counsel subordinates concerning personal matters | 36 |
| L0421 | Write replies to inspection reports | 36 |
| L0378 | Conduct general meetings, such as staff meetings, briefings, conferences, or workshops | 36 |
| J0306 | Assign personnel to mobility or contingency positions | 36 |
| L0400 | Evaluate job hazards or compliance with Air Force Occupational Safety and Health (AFOSH) program | 27 |
| L0413 | Review mobility, contingency, disaster preparedness, or unit emergency or alert plans | 27 |
| H0295 | Write minutes of briefings, conferences, or meetings | 27 |
| L0405 | Initiate actions required due to substandard performance of personnel | 27 |
| L0403 | Evaluate personnel for promotion, demotion, reclassification, or awards | 27 |
| J0307 | Brief deploying personnel | 27 |
| L0406 | Initiate personnel action requests | 27 |
| L0411 | Review budget requirements | 18 |
| L0385 | Determine or establish logistics requirements, such as personnel, equipment, tools, parts, supplies, or workspace | 18 |
| L0397 | Establish performance standards for subordinates | 18 |
| K0353 | Brief personnel concerning training programs or matters | 18 |
| J0308 | Complete operations plan (OPLAN) sourcing requirements | 18 |

TABLE A16

REPRESENTATIVE TASKS PERFORMED BY MEMBERS IN THE
QUALITY ASSURANCE EVALUATION IJ
(N=19)

| TASKS | AVERAGE NUMBER OF TASKS PERFORMED = 35 | PERCENT MEMBERS PERFORMING |
|--------------|--|---|
| F0254 | Review project packages | 79 |
| F0234 | Draft inputs to statements of work (SOWs) | 79 |
| F0256 | Write SOWs | 74 |
| L0378 | Conduct general meetings, such as staff meetings, briefings, conferences, or workshops | 68 |
| F0252 | Research SOWs | 68 |
| F0233 | Draft inputs to project support agreements | 63 |
| F0250 | Process SOWs or SOW amendments | 58 |
| F0240 | Participate in request for proposal (RFP) meetings | 58 |
| L0393 | Draft budget requirements | 53 |
| F0239 | Monitor maintenance contract agreements | 53 |
| F0232 | Draft inputs to performance work statements (PWSs) | 53 |
| L0380 | Conduct self-inspections or self-assessments | 53 |
| F0241 | Participate in source selection meetings | 53 |
| F0246 | Process engineering change requests (ECRs) | 47 |
| L0417 | Write recommendations for awards or decorations | 47 |
| B0150 | Recommend technical PWCS solutions | 42 |
| F0237 | Maintain contract files | 42 |
| L0385 | Determine or establish logistics requirements, such as personnel, equipment, tools, parts, supplies, or workspace | 42 |
| F0255 | Verify commercial service contract specifications | 42 |
| L0411 | Review budget requirements | 42 |
| F0236 | Initiate contract renewal actions | 42 |
| F0227 | Brief status of active ground radio equipment contracts to functional area chiefs or unit staff personnel | 42 |
| E0226 | Update system facility records | 42 |
| F0251 | Research PWSs | 42 |
| F0231 | Draft sole source requests | 42 |
| J0313 | Don or doff chemical warfare personal protective clothing | 37 |
| L0410 | Plan layouts of facilities | 37 |
| E0189 | Document equipment installations | 37 |
| F0230 | Draft contract management amendments or changes | 37 |
| E0190 | Inspect completed installations of communications electronic equipment | 37 |

TABLE A17**SPECIALTY JOB COMPARISONS BETWEEN CURRENT AND 1999 SURVEYS**

| CURRENT SURVEY (N=1,493) | | 1999 SURVEY (N=2,084) | |
|--|-----|---|-----------|
| MAINTENANCE CONTROL IJ | 3% | MAINTENANCE CONTROL CLUSTER | 3% |
| TRAINING CLUSTER | 2% | INSTRUCTOR/TRAINING MANAGER JOBS | 2% |
| MAINTENANCE SUPPORT EVALUATION IJ | 3% | — | — |
| MAINTENANCE SUPPORT SUPERVISION IJ | 11% | MANAGER/SUPERVISOR CLUSTER | 21% |
| WORKCENTER SUPERVISION CLUSTER | 2% | — | — |
| DEPLOYMENT PLANNING IJ | <1% | — | — |
| GROUND RADIO MAINTENANCE CLUSTER | 54% | GROUND RADIO MAINTENANCE CLUSTER CONTINGENCY CLUSTER | 42% 2% |
| MOBILITY IJ | <1% | — | — |
| INITIAL INSTALLATION IJ | 2% | — | — |
| PWCS/INSTALLATION SPECTRUM MANAGEMENT IJ | 6% | LAND MOBILE RADIO MANAGER JOB | 1% |
| RADIO MAINTENANCE SPECIALIST CLUSTER | 2% | — | — |
| MISSILE COMMUNICATIONS MAINTENANCE IJ | <1% | — | — |
| GLOBAL HIGH-FREQUENCY CLUSTER | 3% | HIGH-FREQUENCY CLUSTER | 3% |
| PUBLIC ADDRESS SYSTEMS IJ | 1% | PUBLIC ADDRESS CLUSTER PUBLIC ADDRESS INSTALLATION JOB | 3% <1% |
| SUPERINTENDENT IJ | 1% | — | — |
| QUALITY ASSURANCE EVALUATION IJ | 1% | QUALITY ASSURANCE JOB | 1% |

TABLE A17 (CONT.)**SPECIALTY JOB COMPARISONS BETWEEN CURRENT AND 1999 SURVEYS**

| CURRENT SURVEY (N=1,493) | | 1999 SURVEY (N=2,084) | |
|-----------------------------|----|--------------------------------------|-----|
| — | — | GROUND RADIO INSHOP CLUSTER | 5% |
| — | — | MAINTENANCE SUPPLY JOB | 1% |
| — | — | ENTRY-LEVEL MAINTENANCE JOB | <1% |
| — | — | MUNITIONS SUPPORT MAINTENANCE JOB | <1% |
| — | — | CONTRACT ADMINISTRATION JOB | <1% |
| NOT GROUPED | 6% | NOT GROUPED | 14% |

— Indicates cluster/job not found in current study

TABLE A18

**DISTRIBUTION OF AFSC 2E1X3 SKILL-LEVEL MEMBERS
ACROSS CAREER LADDER JOBS (PERCENT IN EACH JOB)**

| | AFSC 2E133 (N=158) | AFSC 2E153 (N=737) | AFSC 2E173 (N=598) |
|--|--------------------------|--------------------------|--------------------------|
| MAINTENANCE CONTROL IJ | 3 | 4 | 1 |
| TRAINING CLUSTER | 0 | 4 | 0 |
| Training Management Job | 0 | 1 | * |
| Instruction Job | 0 | 3 | * |
| MAINTENANCE SUPPORT EVALUATION IJ | 1 | 4 | 5 |
| MAINTENANCE SUPPORT SUPERVISION IJ | 0 | 7 | 41 |
| WORKCENTER SUPERVISION CLUSTER | 0 | 4 | 2 |
| Airfield Support Job | 0 | 2 | * |
| Missile Communications Job | 0 | 2 | 2 |
| DEPLOYMENT PLANNING IJ | 0 | * | 2 |
| GROUND RADIO MAINTENANCE CLUSTER | 69 | 53 | 26 |
| Intelligence Intercept Job | 3 | 3 | 1 |
| Air Control and Warning Job | 2 | 2 | * |
| NCOIC Job | 5 | 18 | 20 |
| Mobility Job | 9 | 11 | 2 |
| Fixed High-Frequency Job | 1 | 1 | * |
| Installation Job | 0 | 0 | 0 |
| Deployed Airfield Support Job | 1 | * | 0 |
| Airfield/Base Support Job | 39 | 14 | 2 |
| Cryptographic Equipment Installation Job | 0 | * | 1 |
| Mobile Communications Job | 9 | 4 | 0 |
| MOBILITY IJ | 1 | 1 | * |
| INITIAL INSTALLATION IJ | 1 | 0 | * |
| PERSONAL WIRELESS COMMUNICATIONS SYSTEMS/ INSTALLATION SPECTRUM MANAGEMENT IJ | 4 | 11 | 7 |
| RADIO MAINTENANCE SPECIALIST CLUSTER | 3 | 2 | 0 |
| Air Traffic Control Support Job | 1 | 1 | * |
| Combat Control Support Job | 2 | 1 | * |
| MISSILE COMMUNICATIONS MAINTENANCE IJ | 2 | 1 | 0 |
| GLOBAL HIGH-FREQUENCY CLUSTER | 4 | 3 | 0 |
| Transceivers Job | 0 | 1 | 0 |
| Transmitters/Receivers Job | 4 | 2 | 0 |
| PUBLIC ADDRESS SYSTEMS IJ | 4 | 2 | 0 |
| SUPERINTENDENT IJ | 0 | 1 | 3 |
| QUALITY ASSURANCE EVALUATION IJ | 0 | 1 | 4 |
| | | | |
| NOT GROUPED | 8 | 6 | 9 |

* Indicates less than 1%

Note: Columns may not add up to 100% due to rounding

TABLE A19

**TIME SPENT ON DUTIES BY TOTAL MEMBERS OF AFSC 2E1X3 SKILL-LEVEL GROUPS
(PERCENT RESPONDING)**

| <u>DUTIES</u> | <u>TOTAL 2E133 (N=158)</u> | <u>TOTAL 2E153 (N=737)</u> | <u>TOTAL 2E173 (N=598)</u> |
|---|------------------------------------|------------------------------------|------------------------------------|
| A PERFORMING COMMUNICATIONS-ELECTRONICS EQUIPMENT MAINTENANCE | 52 | 35 | 24 |
| B PERFORMING PWCS AND INSTALLATION SPECTRUM MANAGEMENT ACTIVITIES | 3 | 4 | 3 |
| C INSTALLING AND MAINTAINING PUBLIC ADDRESS (PA) SYSTEMS | 9 | 4 | 3 |
| D MAINTAINING MISSILE COMMUNICATIONS SYSTEMS AND EQUIPMENT | 2 | 1 | 1 |
| E PERFORMING INITIAL GROUND RADIO EQUIPMENT INSTALLATIONS | 5 | 6 | 7 |
| F PERFORMING CONTRACT ADMINISTRATION ACTIVITIES | 1 | 2 | 3 |
| G PERFORMING MAINTENANCE MANAGEMENT ACTIVITIES | 8 | 8 | 7 |
| H PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER (TO) SYSTEM ACTIVITIES | 4 | 5 | 5 |
| I PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES | 4 | 5 | 5 |
| J PERFORMING MOBILITY AND CONTINGENCY ACTIVITIES | 6 | 9 | 10 |
| K PERFORMING TRAINING ACTIVITIES | 3 | 9 | 11 |
| L PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES | 3 | 11 | 22 |

Note: Columns may not add up to 100% due to rounding

TABLE A20

**TIME SPENT ON DUTIES BY AD MEMBERS OF AFSC 2E1X3 SKILL-LEVEL GROUPS
(PERCENT RESPONDING)**

| <u>DUTIES</u> | <u>AD 2E133 (N=151)</u> | <u>AD 2E153 (N=551)</u> | <u>AD 2E173 (N=276)</u> |
|---|---------------------------------|---------------------------------|---------------------------------|
| A PERFORMING COMMUNICATIONS-ELECTRONICS EQUIPMENT MAINTENANCE | 52 | 32 | 12 |
| B PERFORMING PWCS AND INSTALLATION SPECTRUM MANAGEMENT ACTIVITIES | 3 | 5 | 3 |
| C INSTALLING AND MAINTAINING PUBLIC ADDRESS (PA) SYSTEMS | 9 | 4 | 1 |
| D MAINTAINING MISSILE COMMUNICATIONS SYSTEMS AND EQUIPMENT | 2 | 1 | * |
| E PERFORMING INITIAL GROUND RADIO EQUIPMENT INSTALLATIONS | 5 | 3 | 3 |
| F PERFORMING CONTRACT ADMINISTRATION ACTIVITIES | 1 | 2 | 4 |
| G PERFORMING MAINTENANCE MANAGEMENT ACTIVITIES | 8 | 10 | 8 |
| H PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER (TO) SYSTEM ACTIVITIES | 4 | 6 | 6 |
| I PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES | 4 | 5 | 5 |
| J PERFORMING MOBILITY AND CONTINGENCY ACTIVITIES | 6 | 7 | 7 |
| K PERFORMING TRAINING ACTIVITIES | 3 | 11 | 13 |
| L PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES | 3 | 14 | 37 |

* Indicates less than 1%

Note: Columns may not add up to 100% due to rounding

TABLE A21

REPRESENTATIVE TASKS PERFORMED BY AD DAFSC 2E133 PERSONNEL

| TASKS | AVERAGE NUMBER OF TASKS PERFORMED = 72 | PERCENT MEMBERS PERFORMING (N=151) |
|-------|--|------------------------------------|
| A0101 | Troubleshoot AM equipment | 69 |
| A0033 | Operationally check communications cables | 68 |
| A0053 | Perform AM equipment preventive maintenance inspections (PMIs) | 66 |
| A0001 | Align amplitude modulation (AM) equipment | 65 |
| A0028 | Operationally check AM equipment | 64 |
| A0055 | Perform antenna coupler PMIs | 64 |
| A0031 | Operationally check antenna couplers | 64 |
| A0045 | Operationally check HF transceivers | 58 |
| A0114 | Troubleshoot HF transceivers | 58 |
| A0103 | Troubleshoot antenna couplers | 58 |
| A0025 | Fabricate communications cables | 57 |
| A0003 | Align antenna couplers | 57 |
| G0268 | Retrieve CAMS listings or reports | 56 |
| A0070 | Perform HF transceiver PMIs | 56 |
| C0159 | Operationally check PA systems | 55 |
| G0270 | Review preventive maintenance schedules | 55 |
| A0035 | Operationally check communications patch panels | 55 |
| A0125 | Troubleshoot and repair communications cables | 54 |
| A0083 | Remove and replace communications cables | 54 |
| C0164 | Set up or tear down portable PA systems | 52 |
| A0015 | Align HF transceivers | 52 |
| I0301 | Inventory equipment, tools, parts, or supplies | 50 |
| G0271 | Update historical reports in CAMS | 50 |
| A0034 | Operationally check communications consoles | 49 |
| G0269 | Review maintenance records | 48 |
| C0154 | Align public address (PA) systems | 47 |
| A0037 | Operationally check digital recording systems | 47 |
| C0165 | Troubleshoot and repair PA systems | 46 |
| C0157 | Fabricate audio cables for PA systems | 46 |
| A0049 | Operationally check land lines | 45 |
| A0078 | Remove and replace AM equipment LRUs | 45 |
| A0062 | Perform digital recording system PMIs | 44 |
| C0161 | Process support requests for PA systems | 42 |
| A0120 | Troubleshoot and repair AM equipment LRUs | 42 |
| A0042 | Operationally check FM equipment | 40 |

TABLE A22

REPRESENTATIVE TASKS PERFORMED BY AD DAFSC 2E153 PERSONNEL

| TASKS | AVERAGE NUMBER OF TASKS PERFORMED = 82 | PERCENT MEMBERS PERFORMING (N=551) |
|--------------|---|---|
| K0356 | Conduct on-the-job training (OJT) | 64 |
| A0033 | Operationally check communications cables | 59 |
| G0270 | Review preventive maintenance schedules | 58 |
| I0301 | Inventory equipment, tools, parts, or supplies | 58 |
| G0268 | Retrieve CAMS listings or reports | 56 |
| K0373 | Update workcenter training records in CAMS | 56 |
| K0368 | Maintain training records or files | 55 |
| A0001 | Align amplitude modulation (AM) equipment | 52 |
| A0101 | Troubleshoot AM equipment | 52 |
| G0269 | Review maintenance records | 52 |
| A0025 | Fabricate communications cables | 52 |
| A0053 | Perform AM equipment preventive maintenance inspections (PMIs) | 51 |
| G0273 | Update personnel data files in CAMS | 51 |
| A0083 | Remove and replace communications cables | 51 |
| G0272 | Update maintenance data collection (MDC) data in CAMS | 50 |
| I0298 | Evaluate serviceability of equipment, tools, parts, or supplies | 50 |
| K0357 | Counsel trainees on training progress | 49 |
| A0028 | Operationally check AM equipment | 49 |
| K0370 | Perform task certifications | 49 |
| K0365 | Evaluate progress of trainees | 48 |
| G0271 | Update historical reports in CAMS | 48 |
| A0045 | Operationally check HF transceivers | 47 |
| A0031 | Operationally check antenna couplers | 47 |
| L0380 | Conduct self-inspections or self-assessments | 46 |
| G0274 | Verify accuracy of CAMS daily inputs | 46 |
| I0299 | Identify and report equipment or supply problems | 46 |
| A0114 | Troubleshoot HF transceivers | 45 |
| K0372 | Review CAMS training reports, such as training visibility ledgers | 45 |
| L0407 | Inspect personnel for compliance with military standards | 45 |
| A0055 | Perform antenna coupler PMIs | 45 |
| L0384 | Counsel subordinates concerning personal matters | 45 |
| A0125 | Troubleshoot and repair communications cables | 45 |
| G0258 | Analyze core automated maintenance system (CAMS) data | 44 |

TABLE A23

REPRESENTATIVE TASKS PERFORMED BY AD DAFSC 2E173 PERSONNEL

| TASKS | AVERAGE NUMBER OF TASKS PERFORMED = 85 | PERCENT MEMBERS PERFORMING (N=276) |
|--------------|---|---|
| L0384 | Counsel subordinates concerning personal matters | 79 |
| L0417 | Write recommendations for awards or decorations | 78 |
| L0383 | Conduct supervisory performance feedback sessions | 73 |
| L0380 | Conduct self-inspections or self-assessments | 72 |
| L0407 | Inspect personnel for compliance with military standards | 72 |
| L0420 | Write or indorse military performance reports | 71 |
| L0402 | Evaluate personnel for compliance with performance standards | 71 |
| L0386 | Determine or establish work assignments or priorities | 70 |
| L0408 | Interpret policies, directives, or procedures for subordinates | 68 |
| L0397 | Establish performance standards for subordinates | 66 |
| L0414 | Schedule personnel for TDY assignments, leaves, or passes | 66 |
| K0368 | Maintain training records or files | 65 |
| L0392 | Develop or establish work schedules | 65 |
| L0378 | Conduct general meetings, such as staff meetings, briefings, conferences, or workshops | 64 |
| K0372 | Review CAMS training reports, such as training visibility ledgers | 64 |
| K0365 | Evaluate progress of trainees | 64 |
| L0421 | Write replies to inspection reports | 62 |
| K0358 | Determine training requirements | 62 |
| L0400 | Evaluate job hazards or compliance with Air Force Occupational Safety and Health (AFOSH) program | 62 |
| L0385 | Determine or establish logistics requirements, such as personnel, equipment, tools, parts, supplies, or workspace | 61 |
| K0357 | Counsel trainees on training progress | 60 |
| L0399 | Evaluate inspection report findings or inspection procedures | 59 |
| L0403 | Evaluate personnel for promotion, demotion, reclassification, or special awards | 59 |
| K0356 | Conduct on-the-job training (OJT) | 59 |
| K0370 | Perform task certifications | 59 |
| G0270 | Review preventive maintenance schedules | 59 |
| K0353 | Brief personnel concerning training programs or matters | 58 |
| G0269 | Review maintenance records | 58 |
| L0379 | Conduct safety inspections of equipment or facilities | 57 |

TABLE A24

**TIME SPENT ON DUTIES BY ANG MEMBERS OF
AFSC 2E1X3 SKILL-LEVEL GROUPS
(PERCENT RESPONDING)**

| <u>DUTIES</u> | | ANG 2E153 (N=161) | ANG 2E173 (N=269) |
|---------------|---|-------------------------|-------------------------|
| A | PERFORMING COMMUNICATIONS-ELECTRONICS EQUIPMENT MAINTENANCE | 45 | 36 |
| B | PERFORMING PWCS AND INSTALLATION SPECTRUM MANAGEMENT ACTIVITIES | 1 | 2 |
| C | INSTALLING AND MAINTAINING PUBLIC ADDRESS (PA) SYSTEMS | 3 | 3 |
| D | MAINTAINING MISSILE COMMUNICATIONS SYSTEMS AND EQUIPMENT | 1 | 1 |
| E | PERFORMING INITIAL GROUND RADIO EQUIPMENT INSTALLATIONS | 14 | 11 |
| F | PERFORMING CONTRACT ADMINISTRATION ACTIVITIES | * | 2 |
| G | PERFORMING MAINTENANCE MANAGEMENT ACTIVITIES | 3 | 5 |
| H | PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER (TO) SYSTEM ACTIVITIES | 3 | 4 |
| I | PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES | 5 | 4 |
| J | PERFORMING MOBILITY AND CONTINGENCY ACTIVITIES | 17 | 13 |
| K | PERFORMING TRAINING ACTIVITIES | 4 | 8 |
| L | PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES | 2 | 10 |

* Indicates less than 1%

Note: Columns may not add up to 100% due to rounding

TABLE A25

REPRESENTATIVE TASKS PERFORMED BY ANG DAFSC 2E153 PERSONNEL

| TASKS | AVERAGE NUMBER OF TASKS PERFORMED = 72 | PERCENT MEMBERS PERFORMING (N=161) |
|--------------|--|---|
| A0033 | Operationally check communications cables | 72 |
| A0045 | Operationally check HF transceivers | 68 |
| A0114 | Troubleshoot HF transceivers | 66 |
| A0025 | Fabricate communications cables | 63 |
| A0001 | Align amplitude modulation (AM) equipment | 63 |
| E0200 | Install cabling, such as running or routing | 61 |
| A0031 | Operationally check antenna couplers | 61 |
| A0083 | Remove and replace communications cables | 60 |
| A0070 | Perform HF transceiver PMIs | 59 |
| A0042 | Operationally check FM equipment | 59 |
| I0301 | Inventory equipment, tools, parts, or supplies | 58 |
| J0322 | Lay electrical or communications cables | 57 |
| J0313 | Don or doff chemical warfare personal protective clothing | 57 |
| A0101 | Troubleshoot AM equipment | 55 |
| A0125 | Troubleshoot and repair communications cables | 55 |
| J0326 | Operationally check mobile ground radio equipment | 55 |
| A0015 | Align HF transceivers | 54 |
| J0345 | Set up or tear down mobile antenna systems | 54 |
| E0213 | Install HF communications equipment | 54 |
| A0053 | Perform AM equipment preventive maintenance inspections (PMIs) | 53 |
| A0028 | Operationally check AM equipment | 53 |
| J0336 | Prepare equipment for deployments | 53 |
| A0055 | Perform antenna coupler PMIs | 52 |
| A0110 | Troubleshoot FM equipment | 52 |
| E0191 | Install AM communications equipment | 52 |
| A0103 | Troubleshoot antenna couplers | 52 |
| A0011 | Align frequency modulation (FM) equipment | 50 |
| J0349 | Tear down, inspect, clean, and reassemble weapons, such as M-16 rifles | 50 |
| E0192 | Install antenna couplers | 50 |
| A0003 | Align antenna couplers | 50 |
| J0351 | Visually inspect mobile antenna systems | 49 |
| J0320 | Install vehicle-mounted ground radio equipment | 48 |
| J0316 | Inspect mobility bags or kits | 47 |
| J0318 | Install vehicle-mounted antenna systems | 47 |

TABLE A26

REPRESENTATIVE TASKS PERFORMED BY ANG DAFSC 2E173 PERSONNEL

| TASKS | AVERAGE NUMBER OF TASKS PERFORMED = 106 | PERCENT MEMBERS PERFORMING (N=269) |
|--------------|--|---|
| A0033 | Operationally check communications cables | 75 |
| J0313 | Don or doff chemical warfare personal protective clothing | 72 |
| A0025 | Fabricate communications cables | 70 |
| A0045 | Operationally check HF transceivers | 68 |
| K0356 | Conduct on-the-job training (OJT) | 67 |
| A0114 | Troubleshoot HF transceivers | 67 |
| I0301 | Inventory equipment, tools, parts, or supplies | 67 |
| A0070 | Perform HF transceiver PMIs | 65 |
| J0322 | Lay electrical or communications cables | 65 |
| A0015 | Align HF transceivers | 63 |
| A0101 | Troubleshoot AM equipment | 62 |
| A0083 | Remove and replace communications cables | 62 |
| A0001 | Align amplitude modulation (AM) equipment | 61 |
| A0125 | Troubleshoot and repair communications cables | 61 |
| K0368 | Maintain training records or files | 60 |
| J0336 | Prepare equipment for deployments | 59 |
| J0349 | Tear down, inspect, clean, and reassemble weapons, such as M-16 rifles | 59 |
| E0200 | Install cabling, such as running or routing | 58 |
| A0028 | Operationally check AM equipment | 58 |
| A0042 | Operationally check FM equipment | 58 |
| J0334 | Perform pallet buildup activities | 57 |
| A0031 | Operationally check antenna couplers | 57 |
| E0213 | Install HF communications equipment | 56 |
| A0053 | Perform AM equipment preventive maintenance inspections (PMIs) | 56 |
| A0055 | Perform antenna coupler PMIs | 56 |
| J0326 | Operationally check mobile ground radio equipment | 55 |
| K0357 | Counsel trainees on training progress | 55 |
| J0316 | Inspect mobility bags or kits | 55 |
| A0110 | Troubleshoot FM equipment | 54 |
| G0270 | Review preventive maintenance schedules | 54 |
| I0298 | Evaluate serviceability of equipment, tools, parts, or supplies | 54 |
| J0320 | Install vehicle-mounted ground radio equipment | 53 |
| E0191 | Install AM communications equipment | 53 |
| A0095 | Remove and replace HF transceiver LRUs | 53 |

TABLE A27

**TIME SPENT ON DUTIES BY AFRC MEMBERS OF
AFSC 2E1X3 SKILL-LEVEL GROUPS
(PERCENT RESPONDING)**

| <u>DUTIES</u> | | AFRC 2E153 (N=25) | AFRC 2E173 (N=53) |
|---------------|---|-------------------------|-------------------------|
| A | PERFORMING COMMUNICATIONS- ELECTRONICS EQUIPMENT MAINTENANCE | 49 | 29 |
| B | PERFORMING PWCS AND INSTALLATION SPECTRUM MANAGEMENT ACTIVITIES | * | 3 |
| C | INSTALLING AND MAINTAINING PUBLIC ADDRESS (PA) SYSTEMS | 9 | 7 |
| D | MAINTAINING MISSILE COMMUNICATIONS SYSTEMS AND EQUIPMENT | 1 | * |
| E | PERFORMING INITIAL GROUND RADIO EQUIPMENT INSTALLATIONS | 6 | 4 |
| F | PERFORMING CONTRACT ADMINISTRATION ACTIVITIES | * | 1 |
| G | PERFORMING MAINTENANCE MANAGEMENT ACTIVITIES | 4 | 6 |
| H | PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER (TO) SYSTEM ACTIVITIES | 3 | 4 |
| I | PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES | 5 | 5 |
| J | PERFORMING MOBILITY AND CONTINGENCY ACTIVITIES | 14 | 13 |
| K | PERFORMING TRAINING ACTIVITIES | 6 | 12 |
| L | PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES | 4 | 16 |

* Indicates less than 1%

Note: Columns may not add up to 100% due to rounding

TABLE A28

REPRESENTATIVE TASKS PERFORMED BY AFRC DAFSC 2E153 PERSONNEL

| TASKS | AVERAGE NUMBER OF TASKS PERFORMED = 54 | PERCENT MEMBERS PERFORMING (N=25) |
|--------------|--|--|
| A0015 | Align HF transceivers | 68 |
| A0045 | Operationally check HF transceivers | 68 |
| A0114 | Troubleshoot HF transceivers | 64 |
| A0070 | Perform HF transceiver PMIs | 56 |
| A0025 | Fabricate communications cables | 56 |
| K0356 | Conduct on-the-job training (OJT) | 52 |
| J0316 | Inspect mobility bags or kits | 52 |
| A0095 | Remove and replace HF transceiver LRUs | 52 |
| A0083 | Remove and replace communications cables | 52 |
| A0101 | Troubleshoot AM equipment | 52 |
| J0313 | Don or doff chemical warfare personal protective clothing | 52 |
| J0349 | Tear down, inspect, clean, and reassemble weapons, such as M-16 rifles | 48 |
| A0033 | Operationally check communications cables | 48 |
| A0055 | Perform antenna coupler PMIs | 48 |
| A0031 | Operationally check antenna couplers | 44 |
| I0301 | Inventory equipment, tools, parts, or supplies | 44 |
| A0001 | Align amplitude modulation (AM) equipment | 44 |
| A0103 | Troubleshoot antenna couplers | 44 |
| A0042 | Operationally check FM equipment | 40 |
| J0336 | Prepare equipment for deployments | 40 |
| A0078 | Remove and replace AM equipment LRUs | 40 |
| E0200 | Install cabling, such as running or routing | 36 |
| A0053 | Perform AM equipment preventive maintenance inspections (PMIs) | 36 |
| A0132 | Troubleshoot and repair HF transceiver LRUs | 36 |
| A0003 | Align antenna couplers | 36 |
| J0322 | Lay electrical or communications cables | 36 |
| J0334 | Perform pallet buildup activities | 36 |
| I0298 | Evaluate serviceability of equipment, tools, parts, or supplies | 36 |
| C0164 | Set up or tear down portable PA systems | 32 |
| A0047 | Operationally check HF receivers | 32 |
| A0113 | Troubleshoot HF receivers | 32 |
| A0011 | Align frequency modulation (FM) equipment | 32 |
| A0028 | Operationally check AM equipment | 32 |
| C0165 | Troubleshoot and repair PA systems | 28 |

TABLE A29

REPRESENTATIVE TASKS PERFORMED BY AFRC DAFSC 2E173 PERSONNEL

| TASKS | AVERAGE NUMBER OF TASKS PERFORMED = 77 | PERCENT MEMBERS PERFORMING (N=53) |
|--------------|---|--|
| A0070 | Perform HF transceiver PMIs | 70 |
| A0114 | Troubleshoot HF transceivers | 66 |
| K0356 | Conduct on-the-job training (OJT) | 64 |
| J0313 | Don or doff chemical warfare personal protective clothing | 64 |
| A0045 | Operationally check HF transceivers | 64 |
| A0015 | Align HF transceivers | 62 |
| K0357 | Counsel trainees on training progress | 58 |
| A0055 | Perform antenna coupler PMIs | 55 |
| J0316 | Inspect mobility bags or kits | 55 |
| I0301 | Inventory equipment, tools, parts, or supplies | 55 |
| A0053 | Perform AM equipment preventive maintenance inspections (PMIs) | 53 |
| A0031 | Operationally check antenna couplers | 53 |
| J0334 | Perform pallet buildup activities | 51 |
| K0365 | Evaluate progress of trainees | 51 |
| K0370 | Perform task certifications | 51 |
| A0025 | Fabricate communications cables | 49 |
| K0368 | Maintain training records or files | 49 |
| A0033 | Operationally check communications cables | 49 |
| C0159 | Operationally check PA systems | 47 |
| C0164 | Set up or tear down portable PA systems | 45 |
| L0380 | Conduct self-inspections or self-assessments | 45 |
| G0270 | Review preventive maintenance schedules | 45 |
| A0028 | Operationally check AM equipment | 43 |
| K0358 | Determine training requirements | 43 |
| J0345 | Set up or tear down mobile antenna systems | 43 |
| L0420 | Write or indorse military performance reports | 42 |
| L0403 | Evaluate personnel for promotion, demotion, reclassification, or special awards | 42 |
| L0417 | Write recommendations for awards or decorations | 42 |
| L0402 | Evaluate personnel for compliance with performance standards | 42 |
| H0289 | Maintain TO libraries | 40 |
| L0408 | Interpret policies, directives, or procedures for subordinates | 40 |
| G0268 | Retrieve CAMS listings or reports | 40 |
| K0360 | Develop training programs, plans, or procedures | 36 |

TABLE A30

**PERCENT TIME SPENT ON DUTIES BY
FIRST-ENLISTMENT PERSONNEL (1–48 MONTHS' TAFMS)**

| <u>DUTIES</u> | <u>1-48 MONTHS' TAFMS (N=171)</u> |
|---|---|
| A PERFORMING COMMUNICATIONS-ELECTRONICS EQUIPMENT MAINTENANCE | 54 |
| B PERFORMING PWCS AND INSTALLATION SPECTRUM MANAGEMENT ACTIVITIES | 3 |
| C INSTALLING AND MAINTAINING PUBLIC ADDRESS (PA) SYSTEMS | 8 |
| D MAINTAINING MISSILE COMMUNICATIONS SYSTEMS AND EQUIPMENT | 2 |
| E PERFORMING INITIAL GROUND RADIO EQUIPMENT INSTALLATIONS | 5 |
| F PERFORMING CONTRACT ADMINISTRATION ACTIVITIES | * |
| G PERFORMING MAINTENANCE MANAGEMENT ACTIVITIES | 8 |
| H PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER (TO) SYSTEM ACTIVITIES | 4 |
| I PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES | 5 |
| J PERFORMING MOBILITY AND CONTINGENCY ACTIVITIES | 6 |
| K PERFORMING TRAINING ACTIVITIES | 3 |
| L PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES | 3 |

* Indicates less than 1%

Note: Column may not add up to 100% due to rounding

TABLE A31

**REPRESENTATIVE TASKS PERFORMED BY AFSC 2E1X3
FIRST-ENLISTMENT PERSONNEL (1–48 MONTHS' TAFMS)**

| TASKS | AVERAGE NUMBER OF TASKS PERFORMED = 84 | PERCENT MEMBERS PERFORMING (N=171) |
|--------------|--|---|
| A0033 | Operationally check communications cables | 73 |
| A0101 | Troubleshoot AM equipment | 71 |
| A0053 | Perform AM equipment preventive maintenance inspections (PMIs) | 69 |
| A0001 | Align amplitude modulation (AM) equipment | 69 |
| A0031 | Operationally check antenna couplers | 69 |
| A0055 | Perform antenna coupler PMIs | 68 |
| A0028 | Operationally check AM equipment | 67 |
| G0268 | Retrieve CAMS listings or reports | 60 |
| A0083 | Remove and replace communications cables | 60 |
| A0103 | Troubleshoot antenna couplers | 60 |
| A0025 | Fabricate communications cables | 60 |
| A0003 | Align antenna couplers | 60 |
| A0114 | Troubleshoot HF transceivers | 58 |
| G0270 | Review preventive maintenance schedules | 57 |
| A0045 | Operationally check HF transceivers | 57 |
| C0159 | Operationally check PA systems | 56 |
| A0070 | Perform HF transceiver PMIs | 56 |
| A0125 | Troubleshoot and repair communications cables | 56 |
| A0035 | Operationally check communications patch panels | 55 |
| C0164 | Set up or tear down portable PA systems | 54 |
| A0015 | Align HF transceivers | 54 |
| I0301 | Inventory equipment, tools, parts, or supplies | 54 |
| G0271 | Update historical reports in CAMS | 51 |
| A0034 | Operationally check communications consoles | 50 |
| G0269 | Review maintenance records | 50 |
| A0032 | Operationally check battery backup systems | 49 |
| C0165 | Troubleshoot and repair PA systems | 48 |
| C0154 | Align public address (PA) systems | 47 |
| A0037 | Operationally check digital recording systems | 47 |
| A0120 | Troubleshoot and repair AM equipment LRUs | 46 |
| A0078 | Remove and replace AM equipment LRUs | 46 |
| C0157 | Fabricate audio cables for PA systems | 45 |
| A0057 | Perform battery backup system PMIs | 45 |
| C0161 | Process support requests for PA systems | 44 |

TABLE A32

TEST EQUIPMENT USED OR OPERATED
BY FIRST-ENLISTMENT AFSC 2E1X3 PERSONNEL
(PERCENT USING OR OPERATING)

| TEST EQUIPMENT | (N=171) |
|---|---------|
| Multimeters, Digital | 89 |
| Dummy Loads | 87 |
| Wattmeters | 86 |
| Counters, Frequency | 84 |
| Attenuators | 83 |
| Analyzers, Distortion | 81 |
| Multimeters, Analog | 80 |
| Power Supplies | 79 |
| Analyzers, Spectrum | 75 |
| Generators, Audio Frequency Signal | 74 |
| Generators, Radio Frequency Signal | 72 |
| Oscilloscopes, other than Storage | 68 |
| Mixers, Radio Frequency (RF) Crystal | 68 |
| Test Sets, RF Communications | 65 |
| Meters, Power | 64 |
| Bridges, Impedance | 63 |
| Test Patch Panels | 62 |
| Test Sets, Telephone, such as Butt Sets | 61 |
| Toners | 60 |

TABLE A33

AMPLIFIERS, RECEIVERS, TRANSCIVERS, AND EXCITERS
OPERATED OR MAINTAINED BY FIRST-ENLISTMENT AFSC 2E1X3 PERSONNEL
(PERCENT OPERATING OR MAINTAINING)

| AMPLIFIERS, RECEIVERS, TRANSCIVERS, EXCITERS | (N=171) |
|--|---------|
| AN/GRR-24, UHF Single-Channel Receivers | 53 |
| AN/GRR-23, VHF Single Channel Receivers | 52 |
| AN/GRC-211, VHF Multiple-Channel Transceivers | 51 |
| AN/GRT-22, UHF Exciters | 51 |
| AN/GRC-171B, UHF Multiple-Channel Transceivers | 50 |
| AN/GRT-21, VHF Exciters | 50 |
| AN/TRC-176, UHF/VHF Transportable Radios | 48 |
| RT-1446, HF Transceivers | 48 |
| AN/PRC-113, UHF/VHF Portable Transceivers | 45 |
| RT-1319, UHF/VHF Transceivers | 43 |
| AN/GRC-171B(V)4, UHF Multiple-Channel Transceivers | 34 |
| AM-7223, HF Power Amplifiers, .5 kW | 32 |
| AN/TRC-187, Timing Signal Sets | 29 |
| AN/LST-5, UHF Portable Transceivers | 23 |
| AN/PSC-5, UHF Transceivers | 22 |
| AN/ARC-164, UHF Multiple-Channel Transceivers | 20 |
| AM-6155, UHF Power Amplifiers | 16 |
| AM-7224, HF Power Amplifiers 1 kW | 16 |

TABLE A34

**ANTENNAS AND ANTENNA COUPLERS OPERATED OR MAINTAINED
BY FIRST-ENLISTMENT AFSC 2E1X3 PERSONNEL
(PERCENT OPERATING OR MAINTAINING)**

| <u>ANTENNAS/ANTENNA COUPLERS</u> | <u>(N=171)</u> |
|--|----------------|
| CU-547, UHF Antenna Couplers | 39 |
| CU-2310, HF Antenna Couplers | 36 |
| CU-2274, VHF Antenna Couplers | 32 |
| AN/GRA-4, Antennas | 33 |
| AT-197, UHF Antennas | 29 |
| AS-1097, UHF Antennas | 27 |
| AS-1181, VHF Antennas | 22 |
| Folded Dipole HF Antennas | 15 |
| TACO, UHF/VHF Antennas | 13 |
| AS-2259, Near Incident Vertical Skywave Antennas | 12 |

TABLE A35

**TEST SETS, TELEPHONE, AND PWCS EQUIPMENT OPERATED
OR MAINTAINED BY FIRST-ENLISTMENT AFSC 2E1X3 PERSONNEL
(PERCENT OPERATING OR MAINTAINING)**

| <u>TEST SETS, TELEPHONE, PWCS EQUIPMENT</u> | <u>(N=171)</u> |
|---|----------------|
| Handheld Portable Radios | 42 |
| AN/GRM-115, UHF/VHF Radio Test Sets | 32 |
| Pagers | 30 |
| Vehicle-Mounted Radios | 29 |
| Base Stations | 28 |
| Cellular Phones | 22 |
| Repeaters | 22 |
| STU-III, Secure Telephones | 20 |
| SB-22, Field Telephone Switchboards | 13 |

TABLE A36

COMMUNICATIONS SYSTEMS AND MISCELLANEOUS EQUIPMENT OPERATED OR
MAINTAINED BY FIRST-ENLISTMENT AFSC 2E1X3 PERSONNEL
(PERCENT OPERATING OR MAINTAINING)

| COMMUNICATIONS SYSTEMS AND MISCELLANEOUS EQUIPMENT | (N=171) |
|--|---------|
| Patch Panels | 47 |
| OK-423, Remote Control Units | 36 |
| AN/URC-119, HF Transceiver Systems, PACER BOUNCE | 34 |
| AN/PSN-11, GPS Receivers | 32 |
| SDU-4, ATC Tower Light Guns | 31 |
| Enhanced Terminal Voice System (ETVS), Air Traffic Control Consoles | 19 |
| C-11329, Remote Control Units | 17 |
| Scope Shield IIs | 12 |
| AN/GSC-37, Request and Acknowledge Subassemblies | 12 |
| Transmitter Monitor Panels | 11 |
| Local Area Network (LAN) Equipment | 9 |
| AN/GRC-244 SCOPE Command | 8 |

TABLE A37**AFSC 2E1X3 TASKS WITH HIGHEST TRAINING EMPHASIS (TE) RATINGS**

| TASKS | | TNG EMP* | TSK DIF** | ATI*** | PERCENT MEMBERS PERFORMING | |
|-------|---|-------------|--------------|--------|-------------------------------|-------|
| | | | | | 1 st | |
| | | | | | ENL | 3-LVL |
| A0001 | Align amplitude modulation (AM) equipment | 6.52 | 5.17 | 18 | 69 | 65 |
| A0101 | Troubleshoot AM equipment | 6.30 | 6.20 | 18 | 71 | 69 |
| A0015 | Align HF transceivers | 6.20 | 6.21 | 18 | 54 | 52 |
| A0028 | Operationally check AM equipment | 6.11 | 3.28 | 13 | 67 | 64 |
| A0053 | Perform AM equipment PMIs | 6.02 | 5.07 | 18 | 69 | 66 |
| A0114 | Troubleshoot HF transceivers | 5.99 | 6.63 | 18 | 58 | 58 |
| A0070 | Perform HF transceiver PMIs | 5.94 | 5.51 | 18 | 56 | 56 |
| A0045 | Operationally check HF transceivers | 5.77 | 3.95 | 13 | 57 | 58 |
| A0016 | Align HF transmitters | 5.66 | 6.13 | 11 | 26 | 26 |
| A0031 | Operationally check antenna couplers | 5.66 | 3.42 | 13 | 69 | 64 |
| A0014 | Align high frequency (HF) receivers | 5.52 | 5.98 | 11 | 29 | 29 |
| A0025 | Fabricate communications cables | 5.51 | 3.18 | 13 | 60 | 57 |
| A0110 | Troubleshoot FM equipment | 5.45 | 6.31 | 12 | 40 | 38 |
| A0042 | Operationally check FM equipment | 5.44 | 3.71 | 10 | 43 | 40 |
| A0011 | Align frequency modulation (FM) equipment | 5.43 | 5.65 | 12 | 40 | 38 |
| A0046 | Operationally check HF transmitters | 5.40 | 3.97 | 9 | 25 | 23 |
| A0047 | Operationally check HF receivers | 5.39 | 3.94 | 9 | 28 | 26 |
| A0067 | Perform FM equipment PMIs | 5.37 | 5.19 | 12 | 43 | 40 |
| A0033 | Operationally check communications cables | 5.37 | 2.58 | 13 | 73 | 68 |
| A0034 | Operationally check communications consoles | 5.34 | 3.89 | 13 | 50 | 49 |

* TE MEAN=2.42; S.D.=1.43; HIGH=3.85

**TD MEAN=5.00; S.D.=1.00; HIGH=6.00

*** ATI=Automated Training Indicator: Training decision value for resident apprentice training. (18=High; 1=Low)

TABLE A38

AFSC 2E1X3 TASKS WITH HIGHEST TASK DIFFICULTY (TD) RATINGS

| TASKS | | TSK DIF* | TNG EMP** | ATI*** | PERCENT MEMBERS PERFORMING | | | |
|-------|---|-------------|--------------|--------|-------------------------------|-----------|-----------|-----------|
| | | | | | 1 ST ENL | 3- LVL | 5- LVL | 7- LVL |
| B0139 | Coordinate license frequency reviews with MAJCOMs | 7.14 | .55 | 2 | 5 | 2 | 8 | 9 |
| F0256 | Write SOWs | 7.00 | .50 | 1 | 0 | 1 | 4 | 11 |
| A0105 | Troubleshoot communications consoles | 6.89 | 5.32 | 12 | 42 | 42 | 33 | 22 |
| A0132 | Troubleshoot and repair HF transceiver LRUs | 6.81 | 4.88 | 12 | 37 | 35 | 32 | 18 |
| D0184 | Troubleshoot and repair SLFCS LRU cards to component level | 6.79 | 1.30 | 2 | 2 | 3 | 2 | 2 |
| B0147 | Perform radio frequency interference analyses | 6.78 | 2.02 | 2 | 12 | 15 | 12 | 12 |
| D0182 | Troubleshoot and repair hardened UHF communications system LRU cards to component level | 6.78 | 1.96 | 2 | 4 | 4 | 4 | 2 |
| F0230 | Draft contract management amendments or changes | 6.77 | .40 | 1 | 0 | 1 | 4 | 8 |
| D0180 | Troubleshoot SLFCSs | 6.65 | 1.45 | 2 | 3 | 3 | 2 | 2 |
| L0394 | Draft host-tenant or interservice agreements or changes | 6.64 | .62 | 2 | 1 | 1 | 3 | 15 |
| A0114 | Troubleshoot HF transceivers | 6.63 | 5.99 | 18 | 58 | 58 | 45 | 25 |
| F0255 | Verify commercial service contract specifications | 6.60 | .50 | 1 | 0 | 1 | 4 | 6 |
| A0133 | Troubleshoot and repair HF transmitter LRUs | 6.57 | 4.55 | 11 | 18 | 15 | 11 | 5 |
| E0201 | Install communications consoles | 6.56 | 2.72 | 7 | 15 | 15 | 10 | 5 |
| A0129 | Troubleshoot and repair fiber-optic links | 6.51 | 2.59 | 7 | 6 | 6 | 8 | 5 |
| A0131 | Troubleshoot and repair HF receiver LRUs | 6.47 | 4.61 | 11 | 18 | 16 | 13 | 7 |
| D0183 | Troubleshoot and repair hardened UHF communications system LRUs to circuit card level | 6.45 | 2.06 | 2 | 5 | 7 | 5 | 3 |

* Mean TE Rating = 2.42 Standard Deviation = 1.43 High TE = 3.85

** Mean TD Rating = 5.00 Standard Deviation = 1.00 High TD = 6.00

*** ATI=Automated Training Indicator: Training decision value for resident apprentice training. (18=High; 1=Low)

TABLE A39

EXAMPLE OF CTS ELEMENTS NOT SUPPORTED BY SURVEY DATA
(LESS THAN 20% MEMBERS PERFORMING)

| UNIT | LEARNING OBJECTIVE | PERCENT MEMBERS PERFORMING | | TNG EMP* | TSK DIF** | ATI*** |
|------|--|-------------------------------|----------------------|-------------|--------------|--------|
| | | 1ST ENL (N=171) | 3- LVL (N=151) | | | |
| 12.1 | Explain the basic concepts of lightwave communication and fiber optics | | | | | |
| Task | A0040. Operationally check fiber-optic links | 12 | 14 | 3.16 | 4.11 | 7 |

* Mean TE Rating = 2.42 Standard Deviation = 1.43 High TE = 3.85

** Mean TD Rating = 5.00 Standard Deviation = 1.00 High TD = 6.00

*** ATI=Automated Training Indicator: Training decision value for resident apprentice training. (18=High; 1=Low)

TABLE A40

EXAMPLES OF TASKS PERFORMED BY 20% OR MORE MEMBERS
BUT NOT REFERENCED TO ANY CTS ELEMENT

| TASKS | TNG EMP* | PERCENT MEMBERS PERFORMING | | TSK DIF** | ATI*** |
|---|-------------|----------------------------------|----------------------|--------------|--------|
| | | 1ST ENL (N=171) | 3- LVL (N=151) | | |
| A0111 Troubleshoot Giant Voice systems | 3.41 | 38 | 30 | 4.88 | 15 |
| A0136 Troubleshoot and repair test adapters | 3.70 | 33 | 27 | 4.87 | 15 |
| C0154 Align PA systems | 3.02 | 47 | 43 | 4.10 | 15 |
| C0159 Operationally check PA systems | 3.98 | 56 | 49 | 3.44 | 13 |
| G0269 Review maintenance records | 3.63 | 50 | 38 | 4.70 | 17 |
| G0271 Update historical reports in CAMS | 3.72 | 51 | 57 | 4.85 | 17 |
| H0294 Review TO changes | 2.77 | 41 | 35 | 4.69 | 15 |

* Mean TE Rating = 2.42 Standard Deviation = 1.43 High TE = 3.85

** Mean TD Rating = 5.00 Standard Deviation = 1.00 High TD = 6.00

*** ATI=Automated Training Indicator: Training decision value for resident apprentice training. (18=High; 1=Low)

TABLE A41

PERCENTAGE OF TIME SPENT ON DUTIES BY AFSC 2E1X3 MAJCOM GROUPS

| <u>DUTIES</u> | <u>ANG</u> (N=436) | <u>ACC</u> (N=293) | <u>PACAF</u> (N=140) | <u>AETC</u> (N=134) | <u>AMC</u> (N=120) | <u>USAFE</u> (N=112) |
|---|-----------------------|-----------------------|-------------------------|------------------------|-----------------------|-------------------------|
| A PERFORMING COMMUNICATIONS-ELECTRONICS EQUIPMENT MAINTENANCE | 40 | 30 | 32 | 31 | 27 | 32 |
| B PERFORMING PWCS AND INSTALLATION SPECTRUM MANAGEMENT ACTIVITIES | 2 | 3 | 4 | 4 | 8 | 6 |
| C INSTALLING AND MAINTAINING PUBLIC ADDRESS (PA) SYSTEMS | 3 | 4 | 4 | 6 | 7 | 4 |
| D MAINTAINING MISSILE COMMUNICATIONS SYSTEMS AND EQUIPMENT | 1 | 1 | * | 1 | 1 | * |
| E PERFORMING INITIAL GROUND RADIO EQUIPMENT INSTALLATIONS | 12 | 4 | 3 | 2 | 3 | 3 |
| F PERFORMING CONTRACT ADMINISTRATION ACTIVITIES | 1 | 2 | 2 | 2 | 4 | 2 |
| G PERFORMING MAINTENANCE MANAGEMENT ACTIVITIES | 5 | 10 | 9 | 8 | 9 | 9 |
| H PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER (TO) SYSTEM ACTIVITIES | 4 | 7 | 5 | 4 | 5 | 5 |
| I PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES | 4 | 5 | 5 | 5 | 5 | 5 |
| J PERFORMING MOBILITY AND CONTINGENCY ACTIVITIES | 15 | 9 | 7 | 2 | 4 | 9 |
| K PERFORMING TRAINING ACTIVITIES | 6 | 9 | 10 | 17 | 10 | 8 |
| L PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES | 7 | 18 | 21 | 20 | 18 | 17 |

* Indicates less than 1%

Note: Columns may not add up to 100% due to rounding

TABLE A41 (CONT.)

PERCENTAGE OF TIME SPENT ON DUTIES BY AFSC 2E1X3 MAJCOM GROUPS

| <u>DUTIES</u> | <u>AFRC</u> <u>(N=79)</u> | <u>AIA</u> <u>(N=62)</u> | <u>AFSOC</u> <u>(N=38)</u> | <u>AFMC</u> <u>(N=37)</u> | <u>AFSPC</u> <u>(N=28)</u> | <u>AFC4A</u> <u>(N=7)</u> |
|---|------------------------------|-----------------------------|-------------------------------|------------------------------|-------------------------------|------------------------------|
| A PERFORMING COMMUNICATIONS- ELECTRONICS EQUIPMENT MAINTENANCE | 35 | 23 | 39 | 25 | 14 | 18 |
| B PERFORMING PWCS AND INSTALLATION SPECTRUM MANAGEMENT ACTIVITIES | 3 | 1 | 2 | 7 | 8 | 1 |
| C INSTALLING AND MAINTAINING PUBLIC ADDRESS (PA) SYSTEMS | 8 | 2 | 2 | 3 | * | 0 |
| D MAINTAINING MISSILE COMMUNICATIONS SYSTEMS AND EQUIPMENT | * | * | * | * | 14 | 0 |
| E PERFORMING INITIAL GROUND RADIO EQUIPMENT INSTALLATIONS | 4 | 6 | 3 | 2 | 1 | 17 |
| F PERFORMING CONTRACT ADMINISTRATION ACTIVITIES | 1 | 2 | 1 | 4 | 8 | 2 |
| G PERFORMING MAINTENANCE MANAGEMENT ACTIVITIES | 5 | 13 | 5 | 10 | 9 | 1 |
| H PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER (TO) SYSTEM ACTIVITIES | 4 | 9 | 7 | 6 | 7 | 6 |
| I PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES | 5 | 6 | 5 | 5 | 6 | 4 |
| J PERFORMING MOBILITY AND CONTINGENCY ACTIVITIES | 13 | 3 | 18 | 3 | 2 | 5 |
| K PERFORMING TRAINING ACTIVITIES | 10 | 12 | 7 | 11 | 8 | 3 |
| L PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES | 12 | 24 | 10 | 26 | 23 | 41 |

* Indicates less than 1%

Note: Columns may not add up to 100% due to rounding

TABLE A42

**COMPARISON OF JOB SATISFACTION INDICATORS FOR AFSC 2E1X3 ACTIVE DUTY
AND COMPARATIVE SAMPLE GROUP* (PERCENT MEMBERS RESPONDING)**

| | 1-48 MONTHS' TAFMS | | 49-96 MONTHS' TAFMS | | 97+ MONTHS' TAFMS | |
|---|--------------------------|-----------------------------|--------------------------|-----------------------------|--------------------------|-----------------------------|
| | 2003 2E1X3 (N=171) | COMP SAMPLE (N=2,665) | 2003 2E1X3 (N=266) | COMP SAMPLE (N=1,208) | 2003 2E1X3 (N=540) | COMP SAMPLE (N=3,974) |
| <u>EXPRESSED JOB INTEREST</u> | | | | | | |
| INTERESTING | 63 | 63 | 61 | 66 | 71 | 76 |
| SO-SO | 19 | 22 | 19 | 21 | 17 | 15 |
| DULL | 18 | 15 | 20 | 13 | 11 | 9 |
| <u>PERCEIVED USE OF TALENTS</u> | | | | | | |
| EXCELLENT TO PERFECT | 13 | 12 | 12 | 17 | 17 | 23 |
| FAIRLY WELL TO VERY WELL | 64 | 65 | 63 | 62 | 65 | 62 |
| NONE TO VERY LITTLE | 23 | 24 | 25 | 21 | 18 | 15 |
| <u>PERCEIVED USE OF TRAINING</u> | | | | | | |
| EXCELLENT TO PERFECT | 16 | 17 | 33 | 19 | 26 | 20 |
| FAIRLY WELL TO VERY WELL | 64 | 68 | 55 | 66 | 63 | 62 |
| NONE TO VERY LITTLE | 20 | 15 | 13 | 15 | 11 | 18 |
| <u>SENSE OF ACCOMPLISHMENT FROM JOB</u> | | | | | | |
| SATISFIED | 60 | 65 | 59 | 65 | 66 | 74 |
| NEUTRAL | 17 | 16 | 17 | 17 | 13 | 11 |
| DISSATISFIED | 23 | 19 | 25 | 18 | 21 | 15 |
| <u>REENLISTMENT INTENTIONS</u> | | | | | | |
| YES OR PROBABLY YES | 52 | 49 | 62 | 63 | 61 | 61 |
| NO OR PROBABLY NO | 47 | 50 | 38 | 35 | 6 | 8 |
| WILL RETIRE | 0 | 0 | 0 | 2 | 33 | 31 |

*Comparative sample of 2XXXX career ladders surveyed in the last 12 months - AFSC 2A5X1 (Aerospace Maintenance), 2E1X1 (Satellite, Wideband, and Telemetry Systems), 2E1X2 (Meteorological and Navigation Systems), 2E6X2 (Communications Cable and Antenna Systems), 2R0X1 (Maintenance Data Systems Analysis), 2S0X1 (Supply Management), 2S0X2 (Supply Systems Analysis).

Note: Columns may not add up to 100% due to rounding

TABLE A43

**COMPARISON OF JOB SATISFACTION INDICATORS BETWEEN CURRENT AND 1999 SURVEYS
(PERCENT MEMBERS RESPONDING)**

| | 1-48 MONTHS' TAFMS | | 49-96 MONTHS' TAFMS | | 97+ MONTHS' TAFMS | |
|---|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| | 2003 2E1X3 (N=171) | 1999 2E1X3 (N=421) | 2003 2E1X3 (N=266) | 1999 2E1X3 (N=306) | 2003 2E1X3 (N=540) | 1999 2E1X3 (N=957) |
| <u>EXPRESSED JOB INTEREST</u> | | | | | | |
| INTERESTING | 63 | 69 | 61 | 62 | 71 | 70 |
| SO-SO | 19 | 19 | 19 | 22 | 17 | 18 |
| DULL | 18 | 12 | 20 | 17 | 11 | 12 |
| <u>PERCEIVED USE OF TALENTS</u> | | | | | | |
| EXCELLENT TO PERFECT | 13 | 11 | 12 | 9 | 17 | 13 |
| FAIRLY WELL TO VERY WELL | 64 | 71 | 63 | 67 | 65 | 69 |
| NONE TO VERY LITTLE | 23 | 18 | 25 | 24 | 18 | 18 |
| <u>PERCEIVED USE OF TRAINING</u> | | | | | | |
| EXCELLENT TO PERFECT | 16 | 16 | 33 | 8 | 26 | 8 |
| FAIRLY WELL TO VERY WELL | 64 | 64 | 55 | 59 | 63 | 60 |
| NONE TO VERY LITTLE | 20 | 20 | 13 | 32 | 11 | 32 |
| <u>SENSE OF ACCOMPLISHMENT FROM JOB</u> | | | | | | |
| SATISFIED | 60 | 68 | 59 | 64 | 66 | 66 |
| NEUTRAL | 17 | 16 | 17 | 12 | 13 | 12 |
| DISSATISFIED | 23 | 16 | 25 | 24 | 21 | 22 |
| <u>REENLISTMENT INTENTIONS</u> | | | | | | |
| YES OR PROBABLY YES | 52 | 43 | 62 | 52 | 61 | 61 |
| NO OR PROBABLY NO | 47 | 56 | 38 | 47 | 6 | 10 |
| WILL RETIRE | 0 | 0 | 0 | 0 | 33 | 28 |

Note: Columns may not add up to 100% due to rounding

TABLE A44

**JOB SATISFACTION INDICATORS FOR IDENTIFIED JOB GROUPS
(PERCENT MEMBERS RESPONDING)**

| | MAINT CONTROL IJ (STG 30) (N=40) | TRAINING CLUSTER (STG 67) (N=37) | TRAINING CLUSTER | | MAINT SUPPORT EVAL IJ (STG 137) (N=42) | MAINT SUPPORT SUPERVISION IJ (STG 158) (N=161) |
|--|---|---|--|---|---|---|
| | | | Training Management Job (STG 130) (N=7) | Instruction Job (STG 97) (N=2) | | |
| <u>EXPRESSED JOB INTEREST</u> | | | | | | |
| INTERESTING | 58 | 59 | 43 | 71 | 62 | 81 |
| SO-SO | 20 | 27 | 57 | 17 | 19 | 9 |
| DULL | 23 | 14 | 0 | 13 | 19 | 10 |
| <u>PERCEIVED USE OF TALENTS</u> | | | | | | |
| EXCELLENT TO PERFECT | 5 | 24 | 0 | 38 | 5 | 20 |
| FAIRLY WELL TO VERY WELL | 60 | 51 | 71 | 46 | 71 | 66 |
| NONE TO VERY LITTLE | 35 | 24 | 29 | 17 | 24 | 14 |
| <u>PERCEIVED USE OF TRAINING</u> | | | | | | |
| EXCELLENT TO PERFECT | 5 | 22 | 0 | 33 | 2 | 12 |
| FAIRLY WELL TO VERY WELL | 45 | 49 | 43 | 50 | 64 | 68 |
| NONE TO VERY LITTLE | 50 | 30 | 57 | 17 | 33 | 19 |
| <u>SENSE OF ACCOMPLISHMENT FROM JOB</u> | | | | | | |
| SATISFIED | 58 | 65 | 43 | 79 | 57 | 76 |
| NEUTRAL | 10 | 14 | 43 | 8 | 12 | 10 |
| DISSATISFIED | 33 | 22 | 14 | 13 | 31 | 14 |
| <u>REENLISTMENT INTENTIONS</u> | | | | | | |
| YES OR PROBABLY YES | 63 | 62 | 71 | 67 | 55 | 55 |
| NO OR PROBABLY NO | 33 | 8 | 14 | 0 | 10 | 2 |
| WILL RETIRE | 5 | 30 | 14 | 33 | 36 | 43 |

Note: Columns may not add up to 100% due to rounding

TABLE A44 (CONT.)

**JOB SATISFACTION INDICATORS FOR IDENTIFIED JOB GROUPS
(PERCENT MEMBERS RESPONDING)**

| | WORKCENTER SUPERVISION CLUSTER (STG 166) (N=32) | WORKCENTER SUPERVISION CLUSTER | | DEPLOYMENT PLANNING IJ (STG 132) (N=7) | GROUND RADIO MAINT CLUSTER (STG 61) (N=810) |
|---|---|--|--|--|---|
| | | Airfield Support Job (STG 226) (N=16) | Missile Comm Job (STG 196) (N=16) | | |
| <u>EXPRESSED JOB INTEREST</u> | | | | | |
| INTERESTING | 63 | 56 | 69 | 71 | 71 |
| SO-SO | 31 | 38 | 25 | 29 | 17 |
| DULL | 6 | 6 | 6 | 0 | 12 |
| <u>PERCEIVED USE OF TALENTS</u> | | | | | |
| EXCELLENT TO PERFECT | 9 | 13 | 6 | 29 | 15 |
| FAIRLY WELL TO VERY WELL | 66 | 69 | 63 | 43 | 68 |
| NONE TO VERY LITTLE | 25 | 19 | 31 | 29 | 17 |
| <u>PERCEIVED USE OF TRAINING</u> | | | | | |
| EXCELLENT TO PERFECT | 6 | 13 | 0 | 15 | 15 |
| FAIRLY WELL TO VERY WELL | 69 | 56 | 81 | 67 | 67 |
| NONE TO VERY LITTLE | 25 | 31 | 19 | 18 | 18 |
| <u>SENSE OF ACCOMPLISHMENT FROM JOB</u> | | | | | |
| SATISFIED | 53 | 56 | 50 | 43 | 67 |
| NEUTRAL | 25 | 25 | 25 | 57 | 12 |
| DISSATISFIED | 22 | 19 | 25 | 0 | 20 |
| <u>REENLISTMENT INTENTIONS</u> | | | | | |
| YES OR PROBABLY YES | 78 | 75 | 81 | 29 | 65 |
| NO OR PROBABLY NO | 13 | 19 | 6 | 14 | 20 |
| WILL RETIRE | 9 | 6 | 13 | 57 | 14 |

Note: Columns may not add up to 100% due to rounding

TABLE A44 (CONT.)

**JOB SATISFACTION INDICATORS FOR IDENTIFIED JOB GROUPS
(PERCENT MEMBERS RESPONDING)**

| | GROUND RADIO MAINTENANCE CLUSTER | | | | | |
|--|--|---|--------------------------------------|---|--|---|
| | Intelligence Intercept Job (STG 186) (N=21) | Air Control & Warning Job (STG 171) (N=19) | NCOIC Job (STG 302) (N=273) | Mobility Job (STG 277) (N=160) | Fixed HF Job (STG 248) (N=19) | Installation Job (STG 232) (N=8) |
| <u>EXPRESSED JOB INTEREST</u> | | | | | | |
| INTERESTING | 57 | 84 | 75 | 71 | 63 | 88 |
| SO-SO | 29 | 16 | 16 | 17 | 21 | 0 |
| DULL | 14 | 0 | 8 | 13 | 16 | 13 |
| <u>PERCEIVED USE OF TALENTS</u> | | | | | | |
| EXCELLENT TO PERFECT | 24 | 21 | 15 | 21 | 5 | 0 |
| FAIRLY WELL TO VERY WELL | 52 | 79 | 71 | 79 | 84 | 75 |
| NONE TO VERY LITTLE | 24 | 0 | 14 | 0 | 11 | 25 |
| <u>PERCEIVED USE OF TRAINING</u> | | | | | | |
| EXCELLENT TO PERFECT | 10 | 21 | 14 | 13 | 11 | 13 |
| FAIRLY WELL TO VERY WELL | 52 | 37 | 73 | 69 | 74 | 75 |
| NONE TO VERY LITTLE | 38 | 42 | 14 | 18 | 16 | 13 |
| <u>SENSE OF ACCOMPLISHMENT FROM JOB</u> | | | | | | |
| SATISFIED | 62 | 74 | 71 | 73 | 53 | 50 |
| NEUTRAL | 5 | 11 | 9 | 10 | 21 | 38 |
| DISSATISFIED | 33 | 16 | 21 | 18 | 26 | 13 |
| <u>REENLISTMENT INTENTIONS</u> | | | | | | |
| YES OR PROBABLY YES | 76 | 74 | 72 | 70 | 58 | 38 |
| NO OR PROBABLY NO | 14 | 26 | 7 | 19 | 16 | 13 |
| WILL RETIRE | 10 | 0 | 21 | 11 | 26 | 50 |

Note: Columns may not add up to 100% due to rounding

TABLE A44 (CONT.)

**JOB SATISFACTION INDICATORS FOR IDENTIFIED JOB GROUPS
(PERCENT MEMBERS RESPONDING)**

| | GROUND RADIO MAINTENANCE CLUSTER | | | | MOBILITY IJ (STG 55) (N=8) |
|---|---|--|--|---|---|
| | Deployed Airfield Spt Job (STG 175) (N=34) | Airfield/Base Support Job (STG 183) (N=148) | Crypto Equipment Installation Job (STG 116) (N=8) | Mobile Comm Job (STG 66) (N=106) | |
| <u>EXPRESSED JOB INTEREST</u> | | | | | |
| INTERESTING | 76 | 70 | 88 | 58 | 75 |
| SO-SO | 12 | 18 | 0 | 22 | 13 |
| DULL | 12 | 11 | 13 | 21 | 13 |
| <u>PERCEIVED USE OF TALENTS</u> | | | | | |
| EXCELLENT TO PERFECT | 21 | 18 | 63 | 10 | 13 |
| FAIRLY WELL TO VERY WELL | 65 | 67 | 25 | 61 | 63 |
| NONE TO VERY LITTLE | 15 | 16 | 13 | 28 | 25 |
| <u>PERCEIVED USE OF TRAINING</u> | | | | | |
| EXCELLENT TO PERFECT | 18 | 24 | 25 | 11 | 13 |
| FAIRLY WELL TO VERY WELL | 56 | 66 | 25 | 63 | 63 |
| NONE TO VERY LITTLE | 26 | 10 | 50 | 25 | 25 |
| <u>SENSE OF ACCOMPLISHMENT FROM JOB</u> | | | | | |
| SATISFIED | 68 | 68 | 75 | 54 | 50 |
| NEUTRAL | 9 | 17 | 13 | 20 | 25 |
| DISSATISFIED | 24 | 16 | 13 | 26 | 25 |
| <u>REENLISTMENT INTENTIONS</u> | | | | | |
| YES OR PROBABLY YES | 62 | 55 | 63 | 58 | 63 |
| NO OR PROBABLY NO | 26 | 41 | 13 | 28 | 38 |
| WILL RETIRE | 12 | 4 | 25 | 14 | 0 |

Note: Columns may not add up to 100% due to rounding

TABLE A44 (CONT.)

**JOB SATISFACTION INDICATORS FOR IDENTIFIED JOB GROUPS
(PERCENT MEMBERS RESPONDING)**

| | INITIAL INSTALL IJ (STG 38) (N=34) | PWCS/ INSTALLATION SPECTRUM MANAGEMENT IJ (STG 35) (N=95) | RADIO MAINT SPECIALIST CLUSTER (STG 57) (N=36) | RADIO MAINTENANCE SPECIALIST CLUSTER Air Traffic Control Support Job (STG 110) (N=14) | Combat Control Support Job (STG 63) (N=22) | MISSILE COMM MAINT IJ (STG 251) (N=7) |
|--|---|--|---|--|---|--|
| <u>EXPRESSED JOB INTEREST</u> | | | | | | |
| INTERESTING | 76 | 64 | 69 | 64 | 73 | 71 |
| SO-SO | 9 | 22 | 19 | 21 | 18 | 0 |
| DULL | 15 | 14 | 11 | 14 | 9 | 29 |
| <u>PERCEIVED USE OF TALENTS</u> | | | | | | |
| EXCELLENT TO PERFECT | 15 | 14 | 14 | 14 | 14 | 0 |
| FAIRLY WELL TO VERY WELL | 74 | 59 | 67 | 71 | 64 | 57 |
| NONE TO VERY LITTLE | 12 | 27 | 19 | 14 | 23 | 43 |
| <u>PERCEIVED USE OF TRAINING</u> | | | | | | |
| EXCELLENT TO PERFECT | 12 | 7 | 14 | 14 | 14 | 14 |
| FAIRLY WELL TO VERY WELL | 82 | 42 | 58 | 57 | 59 | 71 |
| NONE TO VERY LITTLE | 6 | 51 | 28 | 29 | 27 | 14 |
| <u>SENSE OF ACCOMPLISHMENT FROM JOB</u> | | | | | | |
| SATISFIED | 79 | 66 | 75 | 71 | 77 | 86 |
| NEUTRAL | 9 | 16 | 17 | 14 | 18 | 0 |
| DISSATISFIED | 12 | 18 | 8 | 14 | 5 | 14 |
| <u>REENLISTMENT INTENTIONS</u> | | | | | | |
| YES OR PROBABLY YES | 62 | 17 | 64 | 64 | 64 | 57 |
| NO OR PROBABLY NO | 9 | 25 | 22 | 14 | 27 | 43 |
| WILL RETIRE | 29 | 58 | 14 | 21 | 9 | 0 |

Note: Columns may not add up to 100% due to rounding

TABLE A44 (CONT.)

**JOB SATISFACTION INDICATORS FOR IDENTIFIED JOB GROUPS
(PERCENT MEMBERS RESPONDING)**

| | GLOBAL HF CLUSTER (STG 18) (N=45) | GLOBAL HF CLUSTER | | PUBLIC ADDRESS SYSTEMS IJ (STG 53) (N= 21) | SUPER- INTENDENT IJ (STG 20) (N=11) | QUALITY ASSURANCE EVAL IJ (STG 33) (N=19) |
|--|--|--|---|---|--|--|
| | | Tranceivers Job (STG 195) (N=5) | Transmitters/ Receivers Job (STG 100) (N=28) | | | |
| <u>EXPRESSED JOB INTEREST</u> | | | | | | |
| INTERESTING | 49 | 60 | 50 | 48 | 36 | 74 |
| SO-SO | 27 | 40 | 21 | 19 | 36 | 21 |
| DULL | 24 | 0 | 29 | 33 | 27 | 5 |
| <u>PERCEIVED USE OF TALENTS</u> | | | | | | |
| EXCELLENT TO PERFECT | 4 | 20 | 4 | 5 | 0 | 16 |
| FAIRLY WELL TO VERY WELL | 64 | 80 | 64 | 57 | 55 | 68 |
| NONE TO VERY LITTLE | 31 | 0 | 32 | 38 | 45 | 16 |
| <u>PERCEIVED USE OF TRAINING</u> | | | | | | |
| EXCELLENT TO PERFECT | 2 | 0 | 0 | 5 | 0 | 5 |
| FAIRLY WELL TO VERY WELL | 73 | 80 | 82 | 48 | 27 | 47 |
| NONE TO VERY LITTLE | 24 | 20 | 18 | 48 | 73 | 47 |
| <u>SENSE OF ACCOMPLISHMENT FROM JOB</u> | | | | | | |
| SATISFIED | 42 | 60 | 43 | 38 | 27 | 63 |
| NEUTRAL | 29 | 20 | 29 | 19 | 36 | 26 |
| DISSATISFIED | 29 | 20 | 29 | 43 | 36 | 11 |
| <u>REENLISTMENT INTENTIONS</u> | | | | | | |
| YES OR PROBABLY YES | 51 | 80 | 50 | 57 | 27 | 68 |
| NO OR PROBABLY NO | 44 | 20 | 50 | 33 | 18 | 0 |
| WILL RETIRE | 4 | 0 | 0 | 10 | 55 | 32 |

Note: Columns may not add up to 100% due to rounding

TABLE A45

**JOB SATISFACTION INDICATORS FOR AD, ANG, AND AFRC MEMBERS
(PERCENT MEMBERS RESPONDING)**

| | AD (N=978) | ANG (N=436) | AFRC (N=79) |
|---|---------------|----------------|----------------|
| <u>EXPRESSED JOB INTEREST</u> | | | |
| INTERESTING | 67 | 76 | 61 |
| SO-SO | 18 | 16 | 20 |
| DULL | 15 | 8 | 19 |
| <u>PERCEIVED USE OF TALENTS</u> | | | |
| EXCELLENT TO PERFECT | 21 | 15 | 29 |
| FAIRLY WELL TO VERY WELL | 64 | 71 | 59 |
| NONE TO VERY LITTLE | 15 | 13 | 11 |
| <u>PERCEIVED USE OF TRAINING</u> | | | |
| EXCELLENT TO PERFECT | 12 | 13 | 30 |
| FAIRLY WELL TO VERY WELL | 61 | 69 | 58 |
| NONE TO VERY LITTLE | 27 | 18 | 11 |
| <u>SENSE OF ACCOMPLISHMENT FROM JOB</u> | | | |
| SATISFIED | 63 | 74 | 67 |
| NEUTRAL | 15 | 13 | 14 |
| DISSATISFIED | 23 | 14 | 19 |
| <u>REENLISTMENT INTENTIONS</u> | | | |
| YES OR PROBABLY YES | 60 | 69 | 63 |
| NO OR PROBABLY NO | 22 | 11 | 15 |
| WILL RETIRE | 19 | 19 | 22 |

Note: Columns may not add up to 100% due to rounding

TABLE A46

COMPARISON OF REENLISTMENT FACTORS BY TAFMS GROUPS –
PERCENT OF RESPONDENTS SELECTING EACH FACTOR AND
AVERAGE SCORE AMONG THOSE SELECTING EACH FACTOR

| 31 FACTORS LISTED IN ORDER OF APPEARANCE IN SURVEY Scale: 1 = Slight Influence; 2 = Moderate Influence; 3 = Strong Influence | 1-48 MONTHS' TAFMS (N=89) | | 49-96 MONTHS' TAFMS (N=165) | | 97+ MONTHS' TAFMS (N=328) | |
|---|------------------------------|---------|--------------------------------|---------|------------------------------|---------|
| | Percent Selecting | Average | Percent Selecting | Average | Percent Selecting | Average |
| MILITARY LIFESTYLE | 57 | 2.16 | 60 | 2.22 | 56 | 2.29 |
| PAY AND ALLOWANCES | 58 | 2.15 | 53 | 2.24 | 53 | 2.33 |
| BONUS OR SPECIAL PAY | 40 | 2.36 | 28 | 2.34 | 16 | 2.14 |
| RETIREMENT BENEFITS | 56 | 2.62 | 59 | 2.62 | 78 | 2.71 |
| MILITARY-RELATED EDU & TRNG OPPORTUNITIES | 66 | 2.34 | 55 | 2.25 | 48 | 2.13 |
| OFF-DUTY EDU OR TRAINING OPPORTUNITIES | 52 | 2.52 | 55 | 2.49 | 50 | 2.34 |
| MEDICAL/ DENTAL CARE FOR AD MEMBER | 60 | 2.57 | 55 | 2.56 | 53 | 2.48 |
| MEDICAL/ DENTAL CARE FOR FAMILY MEMBERS | 48 | 2.70 | 46 | 2.64 | 52 | 2.60 |
| BASE HOUSING | 20 | 2.00 | 15 | 1.96 | 15 | 2.06 |
| BASE SERVICES | 26 | 1.52 | 20 | 1.97 | 16 | 2.00 |
| CHILDCARE NEEDS | 15 | 2.54 | 11 | 2.44 | 9 | 2.43 |
| SPOUSE'S CAREER | 3 | 2.67 | 10 | 2.47 | 9 | 2.47 |
| CIVILIAN JOB OPPORTUNITIES | 22 | 2.45 | 20 | 2.48 | 14 | 2.09 |
| EQUAL EMPLOYMENT OPPORTUNITIES | 8 | 2.14 | 8 | 2.43 | 9 | 2.37 |
| NUMBER OF PCS MOVES | 19 | 2.24 | 15 | 2.40 | 18 | 2.29 |
| LOCATION OF PRESENT ASSIGNMENT | 24 | 2.29 | 25 | 2.21 | 32 | 2.35 |
| NUMBER/DURATION OF TDYS OR DEPLOYMENTS | 18 | 2.31 | 22 | 2.19 | 21 | 2.28 |
| WORK SCHEDULE | 34 | 2.03 | 28 | 2.19 | 22 | 2.19 |
| ADDITIONAL DUTIES | 7 | 2.33 | 5 | 1.75 | 8 | 1.77 |
| JOB SECURITY | 72 | 2.50 | 68 | 2.62 | 62 | 2.64 |
| ENLISTED EVALUATION SYSTEM | 7 | 2.33 | 5 | 2.33 | 11 | 2.00 |
| PROMOTION OPPORTUNITIES | 31 | 2.43 | 28 | 2.36 | 26 | 2.40 |
| TRAINING/EXPERIENCE OF UNIT PERSONNEL | 22 | 2.40 | 13 | 1.86 | 11 | 2.20 |
| UNIT MANNING | 7 | 2.00 | 5 | 1.75 | 6 | 1.95 |
| UNIT RESOURCES | 6 | 2.40 | 7 | 1.91 | 6 | 2.30 |
| UNIT READINESS | 4 | 2.50 | 5 | 2.00 | 4 | 2.15 |
| RECOGNITION OF EFFORTS | 26 | 2.09 | 19 | 1.97 | 23 | 2.05 |
| ESPRIT DE CORPS/MORALE | 17 | 2.73 | 26 | 2.30 | 29 | 2.27 |
| LEADERSHIP OF IMMEDIATE SUPERVISOR | 27 | 2.54 | 16 | 2.42 | 23 | 2.39 |
| LEADERSHIP AT UNIT LEVEL | 11 | 2.50 | 14 | 2.09 | 15 | 2.34 |
| SENIOR AIR FORCE LEADERSHIP | 9 | 2.62 | 8 | 2.00 | 8 | 2.40 |

TOP 5 REASONS FOR MEMBERS REENLISTING BY TAFMS GROUPS

| 1-48 MONTHS' TAFMS (N=89) | 49-96 MONTHS' TAFMS (N=165) | 97+ MONTHS' TAFMS (N=328) |
|---|--|---|
| JOB SECURITY | JOB SECURITY | RETIREMENT BENEFITS |
| MILITARY-RELATED EDU & TRNG OPPORTUNITIES | MILITARY LIFESTYLE | JOB SECURITY |
| MEDICAL/DENTAL CARE FOR AD MEMBER | RETIREMENT BENEFITS | MILITARY LIFESTYLE |
| PAY AND ALLOWANCES | MEDICAL/ DENTAL CARE FOR AD MEMBER | MEDICAL/ DENTAL CARE FOR AD MEMBER |
| MILITARY LIFESTYLE | OFF-DUTY EDUCATION OR TRAINING OPPORTUNITIES | PAY AND ALLOWANCES |

TABLE A47

**COMPARISON OF SEPARATION FACTORS BY TAFMS GROUPS –
PERCENT OF RESPONDENTS SELECTING EACH FACTOR AND
AVERAGE SCORE AMONG THOSE SELECTING EACH FACTOR**

| 31 FACTORS LISTED IN ORDER OF APPEARANCE IN SURVEY Scale: 1 = Slight Influence; 2 = Moderate Influence; 3 = Strong Influence | 1-48 MONTHS' TAFMS (N=81) | | 49-96 MONTHS' TAFMS (N=100) | | 97+ MONTHS' TAFMS (N=32) | |
|---|------------------------------|---------|--------------------------------|---------|-----------------------------|---------|
| | Percent Selecting | Average | Percent Selecting | Average | Percent Selecting | Average |
| MILITARY LIFESTYLE | 60 | 2.22 | 64 | 2.23 | 50 | 2.44 |
| PAY AND ALLOWANCES | 57 | 2.52 | 62 | 2.47 | 72 | 2.43 |
| BONUS OR SPECIAL PAY | 26 | 2.24 | 35 | 2.29 | 53 | 2.53 |
| RETIREMENT BENEFITS | 6 | 1.60 | 13 | 2.38 | 22 | 2.29 |
| MILITARY-RELATED EDU & TRNG OPPORTUNITIES | 16 | 1.85 | 17 | 2.24 | 6 | 1.50 |
| OFF-DUTY EDU OR TRAINING OPPORTUNITIES | 31 | 1.96 | 13 | 2.54 | 19 | 2.17 |
| MEDICAL/ DENTAL CARE FOR AD MEMBER | 20 | 1.81 | 18 | 2.06 | 25 | 2.38 |
| MEDICAL/ DENTAL CARE FOR FAMILY MEMBERS | 16 | 2.15 | 11 | 2.55 | 19 | 2.50 |
| BASE HOUSING | 15 | 1.75 | 12 | 1.83 | 9 | 2.33 |
| BASE SERVICES | 7 | 1.83 | 9 | 1.67 | 6 | 2.00 |
| CHILDCARE NEEDS | 2 | 1.50 | 3 | 2.33 | 9 | 2.67 |
| SPOUSE'S CAREER | 12 | 2.50 | 15 | 2.47 | 16 | 2.80 |
| CIVILIAN JOB OPPORTUNITIES | 49 | 2.58 | 56 | 2.59 | 37 | 2.50 |
| EQUAL EMPLOYMENT OPPORTUNITIES | 6 | 1.80 | 4 | 2.25 | 6 | 2.50 |
| NUMBER OF PCS MOVES | 20 | 2.50 | 17 | 2.35 | 22 | 2.57 |
| LOCATION OF PRESENT ASSIGNMENT | 23 | 2.26 | 23 | 2.26 | 19 | 2.00 |
| NUMBER/DURATION OF TDYS OR DEPLOYMENTS | 17 | 2.64 | 37 | 2.51 | 31 | 2.70 |
| WORK SCHEDULE | 10 | 1.75 | 13 | 2.38 | 6 | 2.50 |
| ADDITIONAL DUTIES | 11 | 2.11 | 31 | 2.23 | 25 | 2.00 |
| JOB SECURITY | 14 | 1.55 | 6 | 1.67 | 3 | 3.00 |
| ENLISTED EVALUATION SYSTEM | 14 | 2.27 | 23 | 2.22 | 25 | 2.00 |
| PROMOTION OPPORTUNITIES | 23 | 2.26 | 19 | 2.26 | 25 | 2.62 |
| TRAINING/EXPERIENCE OF UNIT PERSONNEL | 17 | 2.00 | 21 | 2.33 | 12 | 2.00 |
| UNIT MANNING | 21 | 1.71 | 28 | 2.46 | 16 | 2.80 |
| UNIT RESOURCES | 9 | 2.00 | 21 | 2.19 | 9 | 2.67 |
| UNIT READINESS | 2 | 2.00 | 7 | 2.57 | 9 | 2.00 |
| RECOGNITION OF EFFORTS | 25 | 2.35 | 47 | 2.19 | 37 | 1.75 |
| ESPRIT DE CORPS/MORALE | 21 | 2.24 | 32 | 2.28 | 22 | 2.43 |
| LEADERSHIP OF IMMEDIATE SUPERVISOR | 15 | 2.33 | 22 | 2.32 | 19 | 3.00 |
| LEADERSHIP AT UNIT LEVEL | 20 | 2.69 | 37 | 2.38 | 31 | 2.50 |
| SENIOR AIR FORCE LEADERSHIP | 15 | 2.42 | 16 | 2.31 | 25 | 2.38 |

TOP 5 REASONS FOR MEMBERS SEPARATING BY TAFMS GROUPS

| 1-48 MONTHS' TAFMS (N=81) | 49-96 MONTHS' TAFMS (N=100) | 97+ MONTHS' TAFMS (N=32) |
|--|--|-----------------------------------|
| MILITARY LIFESTYLE | MILITARY LIFESTYLE | PAY AND ALLOWANCES |
| PAY AND ALLOWANCES | PAY AND ALLOWANCES | BONUS OR SPECIAL PAY |
| CIVILIAN JOB OPPORTUNITIES | CIVILIAN JOB OPPORTUNITIES | MILITARY LIFESTYLE |
| OFF-DUTY EDU OR TRAINING OPPORTUNITIES | RECOGNITION OF EFFORTS | CIVILIAN JOB OPPORTUNITIES |
| BONUS OR SPECIAL PAY | NUMBER/DURATION OF TDYS OR DEPLOYMENTS | RECOGNITION OF EFFORTS |